THE LABOUR GAZETTE (CANADA)

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NEWS BRIEFS

HEALTH AND SAFETY

Steelworkers' brief to Ont. Royal Commission

The United Steelworkers of America claim that the concerns of mine workers for health and safety "have usually been ignored by management and government."

The union makes this assertion in a 142-page report on "defects" in mining safety legislation and union efforts to overcome them by lobbying and negotiating.

The report claims lack of adequate response has left miners with a sense of frustration and failure. The document was prepared as a brief to the Ontario Royal Commission on the Health and Safety of Workers headed by James M. Ham, a University of Toronto engineering professor.

It says unions normally have to negotiate for improved working conditions because 30 years of appeals to government have failed to produce "adequate" safety laws.

The USWA notes some negotiating successes: the right to learn about new chemicals and compounds introduced into the workplace, in 1972, and the right of union members to conduct their own tests for contamination in the air that miners breathe, in 1975.

It also notes that a 1973 amendment to the Coroners Act won unions in the province the right to participate in coroners' inquests into mining deaths.

"Bargaining involves compromises," the report comments, "and in the field of health and safety it seems wrong that workers should be forced to settle for less than necessary protection."

The report adds: "This situation arises because powerful companies do not consider a safe workplace to be a worker's right. Governments have not seen fit to challenge this area of 'management's rights. Only the labour movement is doing so."

The USWA says it has had safety committees in its locals for 20 years, but has had a hard time getting management to recognize them. The report also notes instances of politicians' apathy towards occupational health: It says that in 1967, the minister of national health and welfare "refused" union requests that the government set standards for exposure in uranium mines. As a result, radiation standards are only today approaching the levels recommended a decade ago: "Tragic numbers of workers in Elliot Lake have developed lung cancer in the meantime because of high radiation in the uranium mines."

The brief also says that the USWA and the Ontario Federation of Labour asked the provincial government in 1967 to introduce occupational health laws setting threshold limits for exposure to toxic chemicals, noise, and other dangers at work, but that then premier, John Robarts, said no such legislation was necessary.

Windsor seminar in Nov.

The 1976 Canadian-American Seminar, at the University of Windsor, Nov. 11 to 12, will be on the topic "Health care delivery systems in North America: the changing concepts." The annual seminar brings specialists from government, academia and industry together to discuss common concerns of the two countries.

CONVENTIONS

Canadian Manufacturers' Association conference

Canadians must have more leadership from business and labour because the job of leading the country is too much for government alone, the Canadian Manufacturers' Association annual meeting was told.

That theme, expressed by the CMA's retiring president, Harold Corrigan, in his keynote address, was reiterated throughout the two-day meeting in June, an entire day of which was devoted to a dialogue between 500 business participants and Prime Minister Trudeau and five of his cabinet ministers.

The prime minister, in an address to CMA members, said the government stood firmly by its intention to continue its anti-inflation controls for three years or until inflation was brought down to about 4 per cent a year.

Trudeau thanked the CMA, and particularly Corrigan, for the support it had given the government's program: "It was not an easy thing for an association of

manufacturers and businessmen to welcome policies during which controls are imposed and a certain amount of economic freedoms are withdrawn. But I think the history of the past six months has been to show that associations dedicated to the well-being of our society can be supportive and critical at the same time — supportive in realizing the difficulties of the past that our economy has to face...and critical in a constructive way by making suggestions on how whatever we're doing can be improved."

Five cabinet ministers replied to 85 written questions posed to them by CMA members and covering a wide range of government policies. Finance Minister Donald MacDonald, Industry Trade and Commerce Minister Donald Jamieson, Manpower and Immigration Minister Robert Andras, Transport Minister Otto Lang, and National Health and Welfare Minister Marc Lalonde, participated.

The businessmen considered the ministers' answers in five separate workshops and then the ministers returned after Question Period in the Commons to discuss further questions arising out of the workshops. It was the first time a dialogue occurred in that form at a CMA meeting, and response of most participants was positive.

Corrigan, in his keynote address, appealed to business leaders, in their role as leaders of action to "place more emphasis on their role as leaders of thought."

He said the current debate about the future of the Canadian economic system centred around two key questions: "What are those values that we Canadians believe should guide the development of our economic system? By values, we mean those qualities of conduct and social relations and those philosophies which should be the underpinning of our social and economic system?" And: "What is the trade-off that ought to be made between (individual economic) equality and the efficiency of our economic system in the immediate years ahead?"

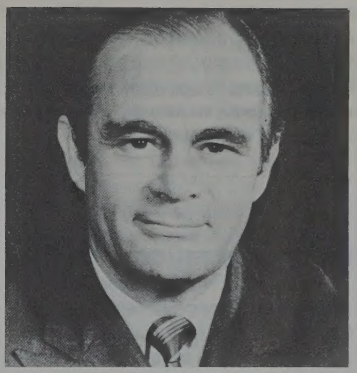
He said that any change of Canadian institutions "must be towards greater recognition of the individual's importance and dignity in society" and that any notion of freedom of justice "must recognize that individuals should be entitled to the rewards of their labours and abilities — even if the rewards are above average — provided, always, the disadvantaged in our society are properly taken care of."

Corrigan, who is president of Alcan Products Limited, Toronto, also called on manufacturers to improve their relations with employees.

He also said managers must undertake the "painstaking" task of identifying the factors that cause Canadian manufacturers to be non-competitive in so many situations. "It is a fact," he stated, "that Canadian manufacturers cannot, with some exceptions, sell, produce and deliver in Canada at as low a unit cost as U.S. manufacturers can in the U.S. market."

He said the factors could include "obsolete production equipment, branch-plant type restraints imposed from within and outside Canada, market restraints, government-imposed restraints and a host of others."

The CMA's incoming president, Rodrigue J. Bilodeau, said current trends indicate "very clearly" that Canada is about to be displaced by an increasing number of aggressive and highly competitive countries "not only in world market but right here in our own country."



Rodrigue Bilodeau, new CMA president

He said the CMA had set three objectives for the coming year: to re-define the market system "to ensure it meets Canada's future needs and ensure the survival of that system by fostering its acceptance by the Canadian public;" to achieve greater public recognition of "the importance of a healthy manufacturing industry to the social and economic well-being of every Canadian, and, "to make Canadian manufacturing more competitive and productive."

The new CMA president is chairman of the board of Honeywell Limited, Scarborough, Ontario and president of both Honeywell Holdings Ltd. and Emplitrol Electronics Ltd.

Alberta federation

The Alberta Federation of Labour has pledged its support to the Canadian Labour Congress' continuing opposition to federal wage controls, including "work stoppages or comparable forms of action," if necessary.

A resolution, adopted at the AFL's April 21 to 23 convention, in Edmonton, also called for setting up an AFL group to "serve as a

mobile strike support committee to assist striking locals," and it urged that unions refuse to sign contracts containing clauses making settlements subject to approval by the Anti-Inflation Board.

PSAC convention

The Public Service Alliance of Canada elected a new president and approved a dues increase for its 168,000 members, at its 1976 triennial convention, in Winnipeg, May 31 to June 4.

The 316 delegates also heard proposals for closer ties with unions representing provincial and municipal employees. They also adopted an emergency resolution calling for PSAC representation on a special task force that the federal government is setting up to examine public service staffing and the future role of the public service commission.

Andy I. Stewart, a former executive vice-president, succeeds Claude Edwards who retired as president. Edwards had led the PSAC since its founding in 1966 by a merger of two public service staff associations. Soon after his retirement, Edwards was named to the Public Service Staff Relations Board. He was also named an Officer of the Order of Canada by Governor General Jules Leger at a recent ceremony at Government House.

The delegates also elected the PSAC's first two women directors — Aileen Manion as one of the four executive vice-presidents and Eleanor Ryan as national director for Ontario.

William Doherty, an unsuccessful candidate for the presidency, and James Wylie were returned as executive vice-presidents, and Paul

Stewart

Gascon was elected to that office for the first time.

The other regional national directors are Joe Rideout, Atlantic; Jean Bergeron, Quebec; Phil Griffin-Warwicke, Prairies and Bob Strachan, B.C.

The president, executive vice-presidents, and presidents of the PSAC components make up the board of directors that will lead the PSAC between conventions. The Association represents more than 80 per cent of the federal government's organized employees.

Kealey Cummings, national secretary-treasurer of the 210,000-member Canadian Union of Public Employees, which represents mostly municipal employees, said PSAC members share common problems with CUPE and the newly-founded National Union of Provincial Government Employees which has 107,000 members. Edwards said a consultative body could help the three organizations co-ordinate their dealings with the three levels of government.

Members' monthly dues to the PSAC were increased from $2.75 to $4.65 effective Aug. 1, 1976, to $4.75 on Jan. 1, 1977, and to $4.85 on Jan. 1, 1978.

The 500 delegates also voted overwhelmingly against a proposed change in representation at CLC conventions that would limit unions to one delegate for each 1,000 members, instead of the present system under which every local may send a delegate. The proposal had been defeated at the CLC convention in Quebec City May 17 to 21.

The delegates also adopted several resolutions aimed at providing more low-cost housing, and calling for more public ownership of land intended for residential development, low-cost mortgages provided by federal and provincial governments, removal of the federal sales tax on building materials, making interest on mortgage deductible from personal income tax, and the launching of a program of public housing aimed also at alleviating unemployment.

Convention speakers included CLC President Joe Morris, Alberta Labour Minister Neil Crawford and Grant Notley, provincial leader of the New Democratic Party.

Reg Baskin was re-elected president of the Federation, and Jim Murrie of Calgary and Frank Kuzemski of Edmonton were elected as first and second vice-presidents. Vice-presidents at large are Jack Dyck, Jack Hubler, Bill Broad, Bob Rusnell and Larry Mead.

BUSINESS

Competitiveness threatened

Roy A. Phillips, executive director of the Canadian Manufacturers' Association, wants the federal government to take a "more

realistic and pragmatic" approach to the problems of Canadian manufacturers, according to an article in *Canadian Business*.

He is quoted as saying competitiveness of Canadian products at home and abroad is one of manufacturing's most urgent problems, and manufacturers are concerned about the increasing share of the gross national product going into government expenditures.

"Most of it is in the service area and has to be paid for out of agriculture, manufacturing and the resource industries. The burden is too high and results in a loss of market share for Canadian industry," he said.

Phillips, who was named to the position in July, 1975, also is quoted as saying Canadian wage structures "are getting out of line," and that this hurts the country's competitiveness: "Some companies could just close up shop and buy their products abroad rather than manufacture them in Canada."

Commenting on the government's anti-inflation program, Phillips is quoted as saying: "We base our support [for the program] on the expectation that the controls will end at the earliest possible date."

STRIKES

Swiss, Dutch least strike-prone

Italy led 13 industrialized Western countries, excluding Canada, in man days lost in strikes per 1,000 workers employed during 1974, according to International Labour Organization statistics published in *Industrial Relations Europe*.

Italy's record of approximately 1,800 man days for each 1,000 workers employed contrasts sharply with the four lowest: Switzerland and the Netherlands, each with fewer than 5; Sweden with 30; and West Germany with 60. The United States was second highest with almost 1,500.

WAGES

Farm workers

Ontario has raised the hourly minimum wage for the 50,000 workers harvesting its fruit, vegetable and tobacco crops this summer by 25 cents to $2.65 — the general minimum wage in the province. The minimum for other farm work remains at $2.40.

Ontario Labour Minister Bette Stephenson said the increase was needed to match for Canadians the wages for seasonal farm workers from Caribbean countries, Mexico and other areas under contracts arranged by the Canada Department of Manpower and Immigration.

Ontario Agriculture Minister William Newman said he "reluctantly agreed," but that Ontario growers may find it difficult to meet the higher wage bill.

First-quarter settlements

Major settlements reached through collective bargaining in the first quarter of 1976 produced annual increases in base rates averaging 14.4 per cent, just slightly higher than the 14.3 per cent average of the first quarter of 1975.

However, the statistics cover agreements reached before any review by the Anti-Inflation Board, and don't take into account any amendments that might have resulted from AIB recommendations.

The statistics, issued by the Canada Department of Labour, cover only agreements involving 500 or more workers in industries other than construction in federal and provincial jurisdictions.

Of the 116 first-quarter settlements in 1976, 47 were for one year, 35 for two years and 34 for three.

The one-year agreements provided for an average annual increase in base rates of 15.6 per cent; the two-year pacts of 18.6 per cent in the first year and 8.9 per cent in the second, and the three-year agreements, percentage increases of 17.0, 8.9, and 6.7 in the first, second and third years, respectively.

The average increase in base rates in the 474 agreements reached in the 12 months ended with the first quarter of 1976 was 16.1 per cent.

EMPLOYMENT

Native people

Judd Buchanan, minister of Indian affairs and northern development, says the government is ready to provide assistance to firms willing to employ native people.

He also says employers who are having a difficult time getting people to work in remote regions may be missing a good source of labour: the local native population.

"I think we can get together to solve our mutual problems," he said in a Toronto address to the Prospectors and Developers Association.

"You have the problem of attracting a labour force to isolated areas and keeping them there. I have a problem of finding employment for a labour force that has chosen to live in the same areas that you are having problems."

Buchanan said his department provides several incentives to industries providing employment for native people, including start-up grants, funds for training and re-training, education programs and funds for raw materials used in training programs.

He added that the department of manpower and immigration is ready to contribute the complete costs of training or re-training for up to 26 weeks.

Education – work link needed

Frank Beinder, executive director of the British Columbia Association of Colleges, wants unions, employers, educators and government to work together to match more closely the needs of the labour market and the skills provided by education.

He outlined the problem in a Vancouver address to representatives of all four groups. About 10,000 foreign tradesmen are admitted to the province on work permits every year while 100,000 B.C. "employables" are without work.

Beinder said the answer does not lie in legislation alone but also "in the willingness of men of good will and understanding to join forces and to devise the strategies necessary to meet the need."

He added: "I see no more potentially effective combination of forces than the unions with their traditional human concern for working people, employers who must equip their operations with adequately-trained work forces, and the community colleges with their complement of people skilled and experienced in educational organization and instructional techniques."

He said employers should become more deeply involved in the planning and evaluation of college programs.

DISCRIMINATION

EEC approves directive

The Council of Ministers of the European Economic Community has formally approved a directive giving member states that have not already abolished sex discrimination in employment just 30 months to see that it is abolished.

The directive requires that judicial redress be available for workers who consider themselves to be victims of sexual discrimination.

The European court of justice has ruled that under the Treaty of Rome, women workers are entitled to equal pay, backdated to the start of their country's membership in the European Economic Community. However, the court also ruled that the money can be claimed only from the April 8 judgment, because to go further back would disrupt the economies of the EEC countries.

The ruling was on a case brought forward against Sabena airline by a Belgian stewardess, who claimed she was denied the same pension rights as a male steward.

The British weekly *The Economist* says EEC commission lawyers "are unhappy about the ruling's blend of legal and practical considerations," but that employers in the nine countries "have breathed a sigh of relief."

Article 119 of the Treaty of Rome clearly states that: "Each member state shall...ensure and...maintain the application of the principal fo equal remuneration for equal work as between men and women workers."

According to *The Economist*, however, the court also established "beyond any doubt" that equal pay is now a must in all community countries "not just in the narrow sense of the same pay for the same work that article 119 suggests, but on the wider definition of the same pay for equivalent work laid down in the EEC directive that came into force in February."

Most member countries have had equal pay, either as part of their constitution or through legislation, for some time. *The Economist* describes Britain and Ireland as "the major laggards" because their equal pay laws did not take effect until the end of last year.

U.S. Supreme Court ruling

The United States Supreme Court has ruled that blacks denied jobs because of their race should be granted special seniority rights and moved ahead of white workers hired in their place.

The justices held that the only way to "make whole" the victims of illegal job discrimination is to let

them pass fellow workers on the seniority ladder to the level they would have reached had they not been discriminated against.

The test case was brought by blacks turned down for drivers' jobs. But Linda Mathews, a correspondent for *The Toronto Star* says the March 24 ruling "would apply equally to other minorities, including women, covered in the 1964 Civil Rights Act's ban on job bias."

THE ECONOMY

Conference Board forecast

The Conference Board in Canada said in its latest quarterly forecast that in the first three months of 1976 the Canadian economy was "clearly in the early phases of recovery." It predicts an increase in real output of close to 5 per cent this year, after almost no increase last year, but unemployment would nevertheless rise slightly to an average 7.1 per cent of the labour force.

It also lowered its Consumer Price Index prediction, saying it would rise by 9 per cent this year. In December it had predicted a 1976 increase of 10.5 per cent, but revised this because of lower increases in agricultural and import prices so far this year.

The Conference Board is a private non-profit economic research group supported by business, labour and government.

THE WORKPLACE

New U.S. organization

A new United States organization, Work in America Institute, has been founded to "facilitate and accelerate" changes in the work place aimed at "improving productivity and enhancing the quality of work and of life" in modern society.

Its president, Jerome M. Rostow, a former assistant secretary of labor and executive with Exxon Corporation, says the WAI will provide a needed central source serving as an exchange and a repository for all the important ideas and experiments in improving work.

WAI has produced the first issues a new monthly, *World of Work Report*, covering new developments in the field in the U.S. and Europe. It also intends to organize training programs, conferences and seminars, and to produce a national directory of individuals and organizations in its area of interest.

EEC enrichment blueprint

The European Commission is preparing a "job enrichment blueprint" based on the premise that job enrichment programs and similar attempts to "humanize" the work place may increase productivity by enlisting the active co-operation of the work force.

Commission officials say the current economic situation has stimulated the need for change at the work place, and that a new work ethic is emerging. It advocates the right of all workers to do jobs that are meaningful and satisfying.

INFLATION

Controls Iranian style

Iran's prices have stopped rising in the last six months and, in some cases, have actually declined. But Duart Farquharson, a Southam News Services correspondent, says the Shah's war against profiteering is being carried out "with an iron fist."

"Roving bands of students and housewives check prices everywhere," Farquharson reports. "Some 28,000 'anti-profiteering' cases are said by the authorities to have been tried before mobile summary courts, actually magistrates in vans.

"Several millionaires have been exiled to the provinces, restaurants temporarily closed...About 17,700 retailers and businessmen have reportedly been fined more than $1.5 million."

Farquharson quotes some importers as saying the actions of the price vigilantes "are making it uneconomic to replenish supplies of vital commodities" from abroad. They foresee "growing shortages which could create a new bout of inflation." lg

Labour reporting in Canada: ample room for improvement

by Ed Finn

When the railway unions tallied their votes on the conciliation reports of Mr. Justice Emmett Hall, early in June, I received phone calls from seven journalists — four from the broadcasting and three from the print media — seeking information on the balloting.

Not one of them had the faintest notion of what the dispute was about. None knew how many unions were involved, and only one knew who the chief union negotiator was. None of them seemed to know the difference between arbitration and conciliation. They didn't even know the difference between the Associated Railway Unions and the Canadian Railway Labour Association.

Listening to them and trying to explain these elementary background facts, I had a strong sense of déjà vu. I felt as if I were back in the Montreal strike headquarters during the long railway shutdown in the summer of 1973, struggling with the labour illiteracy of most of that city's press corps.

During that strike, one of the union staff representatives decided to keep a list of all the bloopers in radio, TV and newspaper stories about the strike. He gave it up after the first week, because it was taking up too much of his time, but even in that brief period, he had detected 33 errors in the news stories. I have no doubt that, had he continued to monitor the press, his list would have exceeded 200 before the strike was over.

Ed Finn, information director for the Canadian Brotherhood of Railway, Transport and General Workers union, writes a regular column on labour for The Toronto Star.

I've always felt, however, that this mere cataloguing of mistakes in labour news stories does a grave injustice to reporters. Most of them are competent, hard-working, highly skilled professionals. The mistakes they make are due, in most cases, to their relative inexperience in the field of labour relations. It usually takes at least a couple of years for a reporter to become sufficiently knowledgeable about labour-management affairs to be able to write about them with reasonable accuracy. And few reporters either choose, or are allowed, to remain on the labour beat that long.

During my years as a reporter, I covered most of the beats, and I have no hesitation in saying that labour is by far the most difficult to cover.

To do an adequate job on the labour beat, a reporter should have more than a smattering of labour history and economics, internal union politics and administration, the structure of the labour movement, inter-union relations and rivalries, federal and provincial labour legislation, the names and personalities of major union officers, the duties and powers of the various labour relations boards, and conciliation and arbitration procedures. For the next few years at least, he should also be well briefed on the anti-inflation legislation and regulations as they apply to collective bargaining.

I don't care how intelligent and conscientious a reporter may be; he is not going to assimilate that general labour relations knowledge in less than a few years. In fact, I would venture to say that it will take him as long as five years to attain the kind of familiarity and proficiency that will enable him to turn out consistently fair, full, and factual stories on labour issues.

We don't have a single full-time labour columnist in this country

Some editors follow a policy of rotating beats, on the theory that reporters tend to become "stale" if left on the same beat more than two years. This practice may be valid in the case of reporters who get bored covering the same field for extended periods. But a field such as labour relations, with its complexities and varieties, offers enough continuing challenge to keep a reporter interested and alert. In any event, it simply doesn't make sense to switch a reporter off the labour scene just as he is reaching his level of competence.

One of the most frustrating experiences of anyone handling public relations for a union is to deal with a neophyte reporter in the middle of a major crisis. The time that has to be spent explaining the most rudimentary background facts is staggering. And of course that kind of crash course in labour education is necessarily sketchy; it can't begin to fill in all the gaps in the reporter's knowledge. So mistakes are made in the stories, anyway, although they may not be quite as egregious as they would have been without the briefing.

Even more frustrating, after seeing a reporter develop expertise in labour matters and become truly capable, is to get a phone call one day from his replacement and learn that his predecessor has been assigned to cover the provincial legislature. Now the ordeal of "training" another labour reporter begins, and it's not a pleasant prospect.

"I'm supposed to get an interview with the president of the Canadian Union Congress," the new boy says. "I believe his name is Mr. Rowley. How do I get in touch with him?"

That's not an apocryphal question, by the way. It was posed to me a few years ago by a newsman from the Canadian Broadcasting Corporation, before the CBC got around to appointing a full-time labour reporter. He was quite surprised when I told him there was no such organization, and that he should try to distinguish between the CLC, the CCU, and the CNTU.

The assumption that any general reporter can handle any assignment, even in labour relations, is widespread among the editors of Canadian newspapers. The results of this editorial delusion are painfully evident in the press and on the air waves. Errors and misinformation abound, ranging from getting the name of the union wrong to confusing application of wage increases to the base and average rates.

Canadian Press recently asked me how many railway members my union represents, and I gave the figure of 22,000. The ensuing story referred to the "22,000-member Canadian Brotherhood of Railway, Transport and General Workers" when it should have been 40,000 members. The reporter never thought to wonder why the union would include "general workers" in its title if it did not have more than railway employees in its ranks.

During the six-week railway strike in 1973, I didn't count the number of reporters I had to deal with in Montreal, but I'm sure they numbered more than 50. The Montreal *Gazette* alone must have alternated its reporters ten or 12 times; I remember one week when *The Gazette* sent a different reporter to see us every day. Some of the radio and TV stations juggled their staff on the strike story almost as much.

I did my best to give each new reporter a hurried seminar on the convolutions of railway negotiations; but just as I thought I had informed every journalist in Montreal, a special session of Parliament was convened to enact strike-ending legislation, and the scene suddenly shifted to Ottawa. Most of my Montreal "graduates" were replaced by the Parliamentary press corps, all top-notch newsmen, but most of them as lamentably ignorant of labour relations in general, and the rail strike in particular, as the Montreal press had been when the strike started.

It is significant, I think, that very few of the media sent to Ottawa the same reporters who had been covering the strike for them during its first five weeks. They chose instead to rely on the Parliamentary reporters, as if the strike had somehow been transformed overnight into a political story. There was admittedly a new political angle, but the story remained essentially within the parameters of labour relations. Unfortunately, most of the Parliamentary reporters, being unaware of that, didn't even look into the background of the dispute; so the general calibre of press coverage in the final stage of the strike — with a couple of notable exceptions — was worse than it had been before.

"One of the things you've got to get used to on the labour beat is getting scooped by Wilf List"

It cannot be emphasized too strongly that labour news should be covered by labour reporters, preferably reporters who intend to make it a long-term occupation. It is no coincidence that the labour reporter generally conceded to be tops in his field in Canada — Wilf List of the Toronto *Globe and Mail* — is also the one with the longest tenure, having been on the beat more than a quarter century.

Over the years, List has learned all there is to know about unions and labour-management-government relations. He knows hundreds of union officials on a first-name basis. His contacts with company and government people are just as numerous. Most important of all, he can anticipate an impending newsworthy development days in advance; and on the rare occasion that his nose for news may fail, he is likely to get an unsolicited tip from one of his many contacts.

This is one of the advantages of being the best labour reporter in the country. When anyone involved in labour relations wants to release (or leak) a story, he'll invariably phone List, because he knows that it will be reported fairly and fully. Canadian Press will then pick it up and it will get the desired national coverage. But if it is released to CP or another paper first, it could well be ignored, on the grounds that, if Wilf List didn't have it, it wasn't worth publishing. (This explains why nothing ever happens in the labour relations field on a national scale when List is on vacation. It has almost reached the point where his imprimatur is needed to verify a labour story's importance.)

While this is all very flattering for List, it makes it tough for other labour reporters to measure up to his standard. One newcomer on the beat, who has all the talent and enthusiasm to become one of the best, called me last spring to ask plaintively how *The Globe and Mail* was able to report the details of a conciliation report on the current railway dispute a full day before the report was scheduled to be tabled in Parliament. My reply, of course, was that *The Globe and Mail* got it first for the same reason it gets most other labour news first: because Wilf List works for *The Globe and Mail*. I said to him, "One of the things you've got to get used to on the labour beat is getting scooped by Wilf List. It's an occupational hazard."

On reflection, I'm not sure it's worse to get scooped by List, or to scoop him. Other reporters in the Toronto area, after handing in a story that they had somehow dug up before List, have engaged in the following conversation with their news editors:

Editor: Is this story all that important?

Reporter: I think it is.

Editor: Well, I'll try to find space for it, but it may not get in.

Reporter: If you don't use it today, Wilf List will have it tomorrow.

Editor: If it's that important, how come he didn't have it today?

Reporter: I don't know. Maybe it broke too late for his deadline.

Editor: Well, okay, leave it with me.

Next morning, after the story gets squeezed out by the latest news from the Middle East, and Wilf List emblazons it across the front page of *The Globe and Mail*:

Editor: Hey, how about doing an update on this List story!

Reporter: &□ % *!•?°ç%□ *•?&

The moral is that, even if a reporter does get a story ahead of List, he still has to get it past the copy desk.

I don't want to dwell too much on Wilf List, but the fact is that any serious discussion of labour coverage in the Canadian press tends to revolve around him. He is in a class by himself, and the standard of labour coverage in the other media is measured by the high standard that List has established.

List, however, cannot do it all himself. He can do it only through a good working relationship with his editors. It is obvious that List doesn't have to justify the value of a story he has written, nor does he have to submit it without knowing for sure if it's going to be used, cut or rewritten. *The Globe and Mail* editors defer to List's expertise and judgment. If he thinks something is worth writing about, they know it's worth publishing. And if he rates it front page material, it invariably makes the front page.

I think it's also safe to assume that, when *The Globe and Mail's* editorial writers decide to pontificate on a labour subject, they consult List in advance. It seems fairly obvious that they then proceed to ignore his advice in most cases, but at least they get the facts from List before deciding how to misinterpret them.

Labour news should be covered by labour reporters

The Canadian Daily Newspaper Publishers Association, to its credit, has been holding seminars on labour reporting in various parts of the country, and has asked union PR people to give some constructive suggestions for improving the quality of labour news coverage.

At one of the seminars I attended, I offered the following five suggestions.

1. **Develop a better sense of the importance of news about labour-management-government relations in Canada.** I get the impression that developments on almost every other front — politics, sports, education, crime, medicine, law, etc. — are ranked on a higher plane of newsworthiness than labour events: with one exception — when violence is involved. The average news editor's concept of a good labour story is one where a company vice-president gets bashed on the head by a picket sign during a strike. That, of course, is not a labour story at all, any more than a bank robbery is a story about banking. It is an event that is incidental to the real story: which is the strike itself and why it began, and what its effects are on the participants and the public.

Labour relations directly affect seven or eight million people in Canada — the unionized workers and their families — and indirectly almost everyone else. Labour rela-

tions has to do with the way our national income is distributed, with the attendant inequities, with inflation, with the introduction of wage controls. It should be given more attention and space than it has been up to now by the daily papers — most of whom still don't have a full-time labour reporter.

2. **Allocate more space for labour stories.** I would go so far as to say that there should be assured space for labour news. After all, business news gets assured space. Most papers set aside several pages — and some complete sections — for news of interest to businessmen. Labour news occasionally gets included on these pages, but only because the editors presume it will be of interest to business people. News about government activities, although not assigned a special section of the paper — also gets a high priority, as does sports news.

But labour news, unless it is sensational or controversial, is not considered worthy of publication simply because it may interest unionized workers. It is thrown into the hopper with all the other copy, including the CP, AP and Reuters wire stories, and is seemingly judged in competition with them, on the basis of which is most likely to appeal to the hypothetical little old lady in Moose Jaw. If the issue is sufficiently fat with advertising, the labour stories may be found by the most assiduous readers tucked around the ads on Page 67. But if it's a lean issue, forget it.

3. **Find a promising young reporter with a deep interest in labour relations, and leave him on the beat after he develops the necessary contacts, expertise and experience.** There are, believe it or not, enough potential Wilf Lists on media payrolls to give every major daily in the country, and every major radio and TV network, the same high calibre of labour news coverage as *The Globe and Mail* alone now boasts. All that's needed for the care, feeding and flowering of these seedlings is the desire of Canadian publishers and broadcasters to improve their coverage of labour affairs. New labour reporters should be allowed a minimum of two years to mature, and then encouraged to make the labour beat a long-term — preferably a lifetime — career.

4. **Trust an experienced labour reporter's judgment.** Allow for his natural bias in favour of his own copy, but assume that he has a better idea of the importance of a labour story than the editors have. Within reason, heed his suggestion of how the story should be handled, and where it should run. Don't rewrite his copy. If it has to be cut, consult him on what can safely be dropped without distortion. I don't think these are unreasonable concessions to make. I think, on the contrary, that this deferral to the reporter's judgment is essential to the achievement of a consistently high level of labour reportage.

The labour beat...by far the most difficult to cover

5. **Do more in-depth interpretive, analytical, background stores on labour matters.** Back up your labour reporter with a labour columnist. Of the five W's, the who, what, where and when can be adequately conveyed in the news columns. But the why (and the how) cannot. That is why we have political columnists, economic and business columnists, sports columnists, health columnists — even bridge, chess and philately columnists. But how many full-time labour columnists do we have in Canada? I do it on a part-time basis. Some of the top labour reporters, such as List and George Dobie of the Vancouver *Sun*, do an occasional opinion piece. But the answer is that we don't have a single full-time labour columnist in this country — a vacuum that, in my view, is little short of scandalous. No wonder Canadians generally are such labour illiterates.

If I had to sum up my constructive comments on Canadian labour reporting in one sentence, it would go like this: The publishers and broadcasters of Canada have the resources to improve their labour coverage, but they lack the will to make use of them. That desire, of course, has to be preceded by a realization that there is a deficiency in need of correction. Most publishers and broadcasters are so ignorant of the world of labour that they are completely unaware of how bad their coverage of it really is. They may be inclined, because of my association with the labour movement, to deny my critique any merit, and to dismiss my suggestions as unwarranted or motivated by self-interest.

All I hope is that at least a few of them will reflect on the quality of their labour coverage, look into it independently, and seek the views of their own labour reporters. If they do, they may agree with me that there is ample room for improvement. lg

The role of the media in industrial relations

by Wilfred List

It is undoubtedly a reflection of the increasing recognition of the importance of labour-management relations in today's society that the role of the media in reporting on industrial relations is coming under closer scrutiny than at any time in the past.

Labour reporters themselves — and in my view the term labour-reporter is a misnomer because the role is one that is much broader than merely reporting on labour — are themselves analyzing, probing and criticizing their performance.

The media has a key role in today's society, all the more so because of its increasing complexity and the difficulty the average citizen has in understanding how decisions are arrived at that affect their well-being and that of the country. It is axiomatic that the role of the newspaper is to exercise its facilities for the purpose of disseminating news and opinion (limited to the editorial page and signed opinion columns) in a responsible and authoritative manner. And indeed, that is one of the points made in a recent proposed code of ethics for newspapers in Canada.

The overriding responsibility, as the code suggests, is to the readers; and newspapers can only keep faith with them by presenting the news comprehensively, accurately and fairly.

The proposed code suggests that fairness requires the balanced

Wilfred List has been a labour reporter for The Globe and Mail *for the past 25 years*

presentation of all relevant facts in a news report, and of all the substantial opinions in a matter of controversy. It precludes distortion of meaning by over- and under-emphasis, by placing facts or quotations out of context, or by headlines not warranted by the text.

To rely again on the draft code, sound practice makes a clear distinction for the reader between news reports and expressions of opinion. Articles devoted to analysis, opinion or advocacy should be clearly recognizable as such, and they should be subject to the same standards of accuracy with respect to facts as news reports.

The newspaper should provide for expression of disparate and conflicting views, including those that disagree with its own editorial policies. It should explore and give expression to the interests of minorities and of the less-powerful elements in society.

These are ideals, they are guidelines for all reporting, whether it deals with labour, management, science, politics, environmental issues and the host of other matters that capture the attention of the media and the interest of the reader.

If those of us who cover labour-management relations adhered to these principles, and those who edit the newspapers (I'm not talking about the publishers or editors), the working deskmen and desk editors, followed those precepts, labour as well as other reporting would meet the ideal.

Unfortunately, most newspapers — and there are many honorable exceptions — are far from matching the suggested code. A few fail because of deliberate prejudice — but these are rare cases. Most miss the mark because of the inadequacies of reporters and deskmen, or distorted priorities by the newspapers. The ever-present squeeze on news by space limitations that lead to chopping of stories is also a factor, as is the news judgment of those responsible for allocating space for any given story. And these are the people who sit at the news desk and deal with the tremendous flow of copy that comes in every day.

In covering a field with such wide variation in the quality of newspapers and with so many papers, large and small in North America, it is impossible to generalize; in fact, it would be presumptious to do so. I have access to only a limited number of papers, but I do know many of my colleagues in the field, both in this country and the United States; I am familiar with their work

and abilities, and to some degree with their feeling about the treatment of their stories by their papers.

Let me deal first with one general question; whether deserved or otherwise, labour's public image is at a low point, partly because of strikes in the public service. There are some who would blame this on the conspiracy theory; on the capitalist prejudices of the owners of the papers. That may be true in a few rare cases — and I'm not familiar with any specific one to single out any papers. But to those who feel that this is the general practice, let me dissuade you. The day when a newspaper publisher dictated what goes into the news pages, as distinct from the editorial pages, is long past in this country.

But that doesn't mean that either labour or management necessarily receive adequate treatment in the news media in the area of industrial relations, or that newspapers are doing an adequate job in reporting the wide spectrum of work-related issues; from collective bargaining to industrial health and safety; from the technology of work to the new developments in fringe benefits; from the emergence of public sector employees as the new force in labour to the problems of organizing the unorganized, and the relationship between wages and profits.

I plead as guilty as anyone to the inadequacies in covering all these and other issues in detail and depth. The problem is that those of us covering the labour relations field are spread too thin. But on many newspapers, mine for one, the business section deals with some of the subjects sometimes put aside by a hard-pressed labour reporter.

Some newspapers do a better job than others. Without wanting to take personal credit, I think *The Globe and Mail* is among these papers. And at the bottom of the list, in Canada, perhaps in the United States, if the Canadian track record is an example, I'd list the newspapers owned by Lord Thompson of Fleet. Quality requires a willingness to put money, time and manpower into the news reporting process. I'll say no more.

...those of us covering the labour relations field are spread too thin

But there are other factors. A newspaper that doesn't stint on money may not think labour-management news is exciting enough to sell its product. So labour news may be of secondary importance even though recent surveys showed interest in labour and business news was greater than in sports. I don't always agree with the news judgment my editors place on all the stories I write; but that is their responsibility and is on their professional conscience.

Marc Zwelling, a former labour reporter and a public relations representative for the United Steelworkers of America in this country, put it well when he wrote recently in *Canadian Welfare* Magazine:

"Labour is a difficult field, with its own argot, politics, history and nuances. What the public sees, reads and hears is the result of too few reporters with enough time to learn what they're covering. The result is superficiality, not only in labour-management issues, but in a host of other issues."

Zwelling conceded that some reporters and news executives worry about this, too. But they perceive audiences responding more to action and conflict than to in-depth reporting. And he suggests that an obsession by the media with strikes as the only legitimate labour news means the public gets a distorted view of what's happening in union-management relations.

I can't disagree with Zwelling's general thesis; but at the same time neither can I accept the view that because 95 per cent or 90 per cent of contracts are arrived at without strikes, though not necessarily without strike threats, that the media is presenting a distorted picture of labour by not placing the emphasis in these cases.

The economy today is so interdependent that a strike in one sector can have a domino effect in others; a strike in a parts plant can shut down a large automotive assembly plant, putting thousands out of work; strikes in the public sector affect tens of thousands, perhaps several million citizens, as in the case of a municipal strike. Without passing judgment on the merits of the strike, it is a matter that requires adequate, comprehensive and intelligent reporting. To do so is not because of an obsession with strikes. Many strikes reported in *The Globe and Mail* are treated routinely in one-paragraph stories in the paper's business section, under the heading "strikes and settlements."

...another barrier to overcome in reporting news — the mediator

And so I get a little tired of hearing the complaint that 95 per cent of contracts are settled without

strikes, while the emphasis is on strikes. Of course peaceful relations should be newsworthy, but unhappily, warfare overshadows the long-term peaceful state. Peace in the Middle-East would be big, headline news, once achieved; but a continuing state of peace once the warring parties decide to live in peace could hardly be expected to make the news on a regular basis.

And the same is true in labour-management relations. Recently at *The Globe and Mail* we gave large-headline prominence on the front page of the business section to an agreement by a union and grain elevator companies on the West coast to submit their differences over a new agreement to arbitration. That was a peaceful development; a major step toward peace in an industry plagued by strife that had held up wheat shipments to our customers abroad; and happily the story got the treatment that it deserved. So we do look for positive developments as well as those related to strife.

...peaceful relations should be newsworthy...but a continuing state of peace... could hardly be expected to make the news on a regular basis

So much for criticism of the critics who complain about the emphasis on strikes. They have a point if the papers ignore all other facets of labour news; labour's role in the community, its part in expanding social and welfare horizons, improving pensions, bringing about earlier retirement, exposing indifference to the environmental hazards in the work place. Many papers do just that — by failing to recognize that unions are more than generators of discontent, extracting all they can from the economy.

But the press also has a role to expose the darker side of unions, where it exists; not all union leaders are paragons of virtue; there are the few who are venal or corrupt or dictatorial, or just plain incompetent; and they deserve to be exposed. Not all union positions are taken in consort with the angels; not all strikes are meritorious. Its not the job of the reporter to editorialize on these deficiencies, but to report the facts; but too often over-sensitive union leaders who are themselves dedicated men resent having these flaws brought to light.

Equally shady practices could be found in business; some are coming to light today, rather belatedly, and I think more business reporting should be directed to investigating business ethics.

It is encouraging that increasing numbers of newspapers are assigning reporters to labour reporting as their specialized field. The quality of reporting is improving especially on the metropolitan papers in Canada and the United States, if not on the smaller papers. But that doesn't mean that it is improving fast enough and on a wide enough scale.

The concerns of those who cover labour today go beyond the simplistic coverage of labour-management disputes. They encompass labour's political role, its internal rivalries, and the emergence of the public and white-collar and professional sectors as the new militants in the trade union movement.

Here, in Canada, of course, we have been preoccupied in recent months with the effects of the federal government's wage-price controls on collective bargaining, and that has been almost a full-time job.

Labour reporters must be concerned with reporting on and explaining the impact of labour legislation that keeps changing with developments in labour and public opinion. The task becomes more complex each year; it is certainly not an occasional assignment for novices with no background in labour relations, its history or terminology. But too often that's precisely what happens on the smaller newspapers.

Lane Kirkland, secretary-treasurer of the AFL-CIO, had a point when he said that reporting of economics is inadequate and that improvement in that area would also improve reporting of collective bargaining.

But I have a feeling that Mr. Kirkland would like to see advocacy reporting; and I for one do not think that is the function of the reporter. The same result is often achieved by reporting the facts. If you expose sweatshop conditions as one of the Montreal newspapers did so excellently in a series some time ago, it should in itself lead to a correction because the facts speak for themselves. There is no need for polemics in this case.

However, I do agree with Mr. Kirkland's criticism of the stereotypes applied to labour bosses: big labour or such other cliches as "powerful union," when they are not material to the story, and are, in fact, erroneous.

Today's reporting by labour specialists, no matter what their shortcomings, is for the most part professional and dispassionate. But there are pitfalls for the unwary. Both labour and management obviously want to put their position in the best light and neither is

above stretching the truth or exaggerating, whether it be unions embellishing the terms of a settlement for the consumption of their members, or attempting to portray their members as slaves to their employers, or management attributing non-existing motives to a union in an effort to undermine its position.

In disputes affecting the public sector, reporters have special responsibility to be accurate, fair and objective, not to feed their prejudices into the stream of print to influence public opinion. Because if there is one area where labour-management reporting has a potential for affecting the outcome of a dispute it is in the public sector where vital services or those affecting public convenience are concerned. It is here that the public is entitled to in-depth reporting of the issues and positions of the parties so that if the members of the public are inconvenienced they may have the information to make up their own minds as to who is responsible, the union or the public employer, or both.

...the press also has a role to expose the darker side of unions

One of the basic handicaps in reporting labour news is the lack of understanding on the part of both unions and management of the functions of the press. Management often tends to forget, and the same may be said of unions, that it is the function of the newspaper to report the news and not to try to make judgments. In doing so, the reporter tries as far as possible to give both sides of the story. If, from time to time, the reporter fails in this regard, management and unions must assume some of the blame for being uncommunicative.

Unions in the past have generally been more open than management in dealing with newspapers during labour-management disputes. But reverse the role — put unions in management's seat as an employer — and it's almost amusing to find how quickly the normally communicative union official draws the curtain on the union's affairs. That's happened on several occasions to me — one very recently.

Negotiations deal with highly complex matters today and for every failure in understanding by a reporter there is usually a corresponding barrier to understanding thrown up by the company and/or union.

Often the company and the union refuse to talk to the reporter until it serves their purpose. Just as often the two sides use the press for tactical purposes of self-promotion. One can't fault them for that: but understandably the reporter must be a little skeptical at times and must guard against being used. But a company or union that opens up only when it sees some advantage to be gained for its position not only bars the flow of information to the public, but it also distorts it.

Both sides often try to keep the content of their talks out of the public eye. Anyone with a modicum of experience in labour relations would agree that today's complex negotiations with their intracacies and manoeuvres can hardly be conducted in a glass house with open mikes. But as one with strong feelings about the public's right to know and the responsibility of the press to report the news accurately and fairly, I suggest there is need in many collective bargaining disputes for more frank and straightforward dealing with the media. But in many critical disputes there is another barrier to overcome in reporting the news — the mediator. He may be a figurehead or play an important part in a settlement. But whatever his role, when he enters the picture he usually has responsibility for providing information on the nature of the dispute.

His explanations or assessments can have a significant bearing on the public attitude toward the bargaining situation and on the public awareness of the possible implications that might derive from either a strike or a settlement. But unfortunately, there is a tendency by the mediator to impose an immediate blackout on the news. It is almost a reflex action without any consideration of the value of a news blackout. There are times when a news blackout is reasonable but too often this is not the case.

What happens is that the public — in a dispute that touches on the public interest, or in one affecting a large number of employees — can often be misled into thinking that some material progress is being made when there is no perceptible advance to a settlement. If it were evident that day by day the parties were doing little meaningful talking, there might be some pressure on them to get on with the job of negotiating an agreement.

It's my opinion that a vast amount of information concerning the background of a dispute, the reasons for the problems and their nature can be communicated to the reporters without jeopardizing the success of negotiations.

Not all disputes, of course, warrant the same coverage. A conflict between a union and management in a small community is obviously of more importance to that community than a similar conflict would be in a larger city. And the media will

respond differently in their interests and search for news.

These are difficult days in industrial relations and in the reporting of those relations. While issues become more complex and require more space to explain, the competitive demands on space in the paper from politics, environmental issues, science, medicine and other specialties, as well as the normal run of news from wars to cultural events make the task of the industrial relations reporter and his paper more difficult in carrying out their responsibilities.

We are all some way from the millenium in the reporting of labour-management news. But I think we are on the road to the goal of better reporting. lg

The foregoing is condensed from an address to the second International Conference on Trends in Industrial and Labour Relations, held May 24 to 28 in Montreal.

Reaction to Wilfred List's observations

The observations by Wilfred List, veteran labour reporter for *The Globe and Mail*, on the role of the media in industrial relations, drew a mixed reaction during a panel discussion at the International Conference on Trends in Industrial Relations, held in Montreal, May 24-28.

In addition to List, the panel members were Louis Aronin, deputy director of the Office of Labor-Management Relations in the United States Civil Service Commission, and Neville Hamilton, director of public relations and executive assistant to the president of the Canadian Paperworkers Union. Chairman of the panel — one of several on public sector bargaining — was Jean Sexton, professor of manpower policies and programs at Laval University's Department of Industrial Relations.

The strongest criticism came from Aronin whose concern was not that reporters distorted fact purposely but that he believed they had an obligation "to fill so many seconds of time on television or so many lines in a newspaper." Hence the need to produce a story became paramount "without any concern for what impact that story could have."

"So we get stories based on 'half facts'," Aronin complained. "Why," he asked, "must news be presented when it is speculation about a settlement? Would it not be preferable to wait until the settlement has been reached? Sometimes the parties have a good reason for not making their bargaining stance public, and sometimes speculative stories result in a settlement being rejected instead of being ratified."

Aronin also wondered to what extent reporters are responsible for the "poor opinion people have of public employees." Reporters write about "disruptions and about people retiring early and getting too much money," but they do not write about the activities of the rest of the public employees "because this, unfortunately, does not sell papers."

"The reporter has a job to do, and his attitude is the public be damned and union and management be damned," Aronin contended. "This will fill so many lines of space and I will get paid for it." And he asked whether some kind of accountability isn't needed for reporters since "obviously the laws governing libel and slander will not suffice." List, however, denied emphatically that news reporters were required to file a story every day or to meet a quota of so many lines of copy.

Hamilton agreed with most of List's statements. His "general fault" with newspapers, however, was that most of them would not provide the time and manpower needed for "comprehensive" coverage of industrial relations.

"Reporting of industrial relations would benefit from more thorough coverage of the economic issues involved in a dispute," Hamilton argued. "There is little analysis of why unions — whether representing public employees or workers in private corporations — take certain positions.

"Most newspapers expect that the police reporter who is competent to chase fire trucks and count bodies is equally capable of moving on to report the issues in a strike.

"The industrial relations story rarely gets the treatment it deserves. We don't get the background of disputes, the history of industrial relations in the plant, whether there was conciliation or mediation, or how the union wage proposals were arrived at.

"What does the new contract and the employees' improved purchasing power mean to the community? What price increases will follow the settlement and what is the labour content of those increases? These are the kinds of answers not normally provided by the media."

Hamilton complained also that strikes usually brought industrial relations to the attention of the media but that greater effort could be devoted to the peaceful resolution of industrial disputes. For example, he said, the media did not do a very good job of reporting the way the anti-inflation program had affected collective bargaining.

He also mentioned the difficulties that the time limitations of radio and television place on reporters who try to tell a comprehensive story about labour relations. He complained that coverage of the recent paperworkers' strikes, with a few exceptions, "was a long way from the kind of good, solid coverage that List describes."

List agreed that there should be more balanced coverage of industrial relations: "I can't defend newspapers as a group. I accept the fact that there are a lot of lousy newspapers and a lot of lousy reporting."

"The industrial relations story rarely gets the treatment it deserves"

But he disagreed with Aronin's claim that a reporter should wait until a collective agreement is presented to the union membership before reporting it. List felt the reporter had a responsibility "to get the story out even if the parties want to suppress it — a responsibility to the general public and also to the union's membership.

"And it may be good if this results in public pressure that feeds back to the bargaining table."

Nor did List agree that getting a settlement into print necessarily led to its rejection: "Silence and delays give the militants in a union opportunities to argue for the defeat of a settlement."

In this, List drew support from Hamilton who said his advice to his union normally was to announce the details of a collective agreement as soon as it has been reached: "Otherwise the media will speculate, our members will get rumours and distortions, and we'll be in a worse mess."

Hamilton was particularly upset by one newspaper's coverage of the CPU reaction to British Columbia legislation ordering striking paperworkers back to their jobs last year.

"At a meeting in Vancouver, delegates from all the locals involved agonized over their responsibility in the face of the law," he said.

After a discussion that ran from 8 p.m. until 4 a.m. the next day, they decided the law should be obeyed. On Friday, one Vancouver newspaper flared the story: 'Union bosses order workers back to jobs'.

List also stated that *The Globe and Mail* did give "peaceful settlements" prominent coverage when they were "newsworthy," pointing out, for example, that a United Auto Workers major pattern-setting settlement got front-page attention. He also noted that *The Globe and Mail* gave an eight-column head to the longshoremen's settlement in Toronto, "and two or three weeks later there were wildcat walkouts — after the agreement was signed."

One of the speakers from the floor, Gilbert Levine, research director for the Canadian Union of Public Employees, was critical of news blackouts during negotiations. In public sector bargaining, the public has a right to know. If the public — whether union members or other taxpayers — don't know what is going on, this could slow down pressure for settlement.

"However," he cautioned, "we don't favour public bargaining. It is hard to move from a position taken in public. It puts rigidity into bargaining."

"They don't have the time or the resources to do much research"

Aronin expressed the view, however, that the people's right to know could be achieved after the settlement was reached — "and in public service bargaining the voters can remedy the situation in the next election."

He also said it was sometimes part of bargaining strategy for the parties to put out information "having no resemblance to what is really going on in negotiations... and sometimes this is done with the consent of the mediator."

List countered that if he was sure that what was being said publicly was contrary to what was going on behind closed doors he would not print the public statement. He was generally skeptical about public pressure affecting negotiations. However, while it did not influence the parties, it did influence politicians: "A government may discern that there is an acceptable mood for government intervention to impose a settlement."

List also doubted that editorial pages were read by many people or had much influence on the public. "Columnists probably are better read," he said.

From a floor microphone, Ted Weinstein, former editor of *Teamwork in Industry*, a Labour Canada

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periodical, defended busy reporters who covered industrial relations: "Newspapers are produced every day," he said. "They don't have the time or the resources to do much research." Weinstein, now an information officer with Environment Canada, suggested that industrial relations people, who knew the ins and outs of negotiations should visit their local newspapers and see what went on. It is unfair of them "to expect journalists to know what you know with the limited time and resources available to them."

List agreed. It is a "marvel" that on a late-breaking major story, "a reporter will produce three columns of copy between 4 p.m. and 6 p.m. while a company may take three weeks to have a researcher turn out four pages of paper."

"Reporters make mistakes," he said. "But to the best of our ability most of us are trying to do an honest job."

Panel chairman Sexton, asked panelists to discuss the role of the electronic media, and particularly whether they were "forcing newspapers to find a new function and devote more space to analyses of industrial relations situations."

List said he felt television had helped create more interpretive and background reporting in newspapers, and he found a noticeable trend to this. But he didn't think much of TV itself "as a purveyor of in-depth news."

Hamilton agreed that TV news normally can't do in-depth reports because of its time limitations, but he said sometimes public affairs broadcasting could.

Asked to comment on Quebec's French-language media, Sexton said it suffered from a "large turnover of journalists on the labour scene." He found Quebec journalism much like that in the rest of the country, except that the province had more "advocacy journalists, including Marxist journalists." He also found that French-language newspapers devoted a good deal of space to background and interpretive reporting of industrial relations.

Hamilton said he felt "more gratified" by coverage in French-language media than in English-language media. He had particular praise for *La Presse* and the work of its labour specialist, Pierre Vennat. lg

Labour reporting in Canada: too much expected of too few

by Roy LaBerge

The best way to understand the labour movement is to get involved in it. The next best is to read *The Labour Gazette* and several union periodicals. The worst way may be to accept unquestioningly the image of labour presented by the news media, particularly in smaller communities.

Labour reporting, like sports reporting or drama criticism, is a job for specialists, and only a relative handful of news media in Canada either engage full-time labour reporters or leave them on the beat long enough to learn how to do their job well.

These opinions emerge from a series of interviews with some of Canada's best informed readers of labour news: union leaders and union public relations officers.

"People get a picture from the news media of *a* labour movement but not of *our* labour movement," is the way L.H. Lorrain, president of the 55,000-member Canadian Paperworkers Union, described labour coverage. Lorrain squarely blamed newspaper publishers for this situation, saying they don't hire enough specialists in labour reporting.

"Newspapers run several columns of stock market quotations, of interest to only a minority of their readers, but they devote relatively little space to the results of collective bargaining, which involves 40 per cent of the Canadian people," he complained.

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Like most other Canadian labour leaders, Lorrain praised the work of the country's few full-time labour reporters, but said there aren't enough of them.

Joe Morris, president of the Canadian Labour Congress, had a similar observation: "Full-time labour reporters usually know what they are doing. But sometimes you get young reporters who already know the answers they want you to give them, and as they question you they try to make you give those answers no matter what you really say."

But he wasn't too concerned if newspaper readers and broadcast audiences didn't get an accurate picture of organized labour: "What matters is that our own people know what's going on."

CLC Secretary-Treasurer Donald Montgomery agreed with Morris that full-time labour specialists generally cover labour well, but he saw a problem of "domination of the labour beat" by *The Globe and Mail*'s Wilfred List. "Some papers won't cover anything unless List says it first."

Another problem, said Montgomery is that the full-time reporters are concentrated in a few major cities and people in smaller ones do not get good coverage of labour in their news media.

Grace Hartman, president of Canada's biggest union, the 220,000-member Canadian Union of Public Employees, said she had few difficulties with the regulars on the labour beat. "But so many other reporters interview me and they don't know the first thing about the issues," she said. "I have to tell them what happened from the beginning. I think the biggest problem is lack of understanding by reporters."

Labour reporting...is a job for specialists

Claude Edwards, recently retired president of the 140,000-member Public Service Alliance of Canada, echoed that complaint: "Sometimes a reporter is sent to cover a story on union-management negotiations and doesn't have the faintest idea of labour relations. Talk to him about a conciliator or a mediator and he doesn't know what you are talking about."

Terry Meagher, secretary-treasurer of the Ontario Federation of Labour, also praised the regulars on the beat but damned the "lack of awareness" of most other reporters: "The handful of full-time reporters who

know the labour movement because of long experience on the labour beat are doing a credible job.

"But we need more labour specialists. Not every reporter can cover labour, just as not every reporter can cover other specialist areas like sports or entertainment. Sometimes you watch television and see two minutes' coverage of a day-long meeting, such as a CLC convention. The two speakers quoted are supposed to represent all 2,300 delegates but too often they are only chosen from the 10 on the far fringes of the convention.

"These reporters are like other Canadians outside the movement; they just don't understand it. I visited some schools in Ontario and asked how many students knew about the 1976 Windsor teachers' strike. Most of them put up their hands. But there was no teachers' strike in Windsor; there was a lockout."

During the OFL's Queen's Park demonstration against the anti-inflation program in the spring, Meagher said, he visited Ontario Liberal leader Robert Nixon. "He was surprised to learn labour had policies on health, welfare, housing, education, pollution and other social issues," Meagher observed. "He thought we were interested only in wages, hours of work and vacations."

...many newspapers don't leave reporters on the labour beat long enough to learn their job

Meagher found *The Labour Gazette* "better than most" periodicals in covering labour because it "usually gets people knowledgeable in their subject" to write articles. It had people from both management and labour as contributors, and informed academics, he said, adding: "All people have biases, but I'd rather hear from informed management people, despite their biases, than from uninformed observers."

He was upset by a news media system in which so many news people were expected to become "instant experts" on a complicated, involved subject like labour. And he was critical of much news terminology: Elected officers were called 'labour bosses;' contract proposals became 'union demands,' and hard-won gains by labour were termed 'company benefits'.

"Some reporters think Joe Morris has the power to order all two million workers in CLC unions to go on strike," Meagher said. "They don't know the difference between a union, a provincial federation of labour and a national labour centre. But you can't understand, or report, the union movement if you don't know these differences.

"As a result," Meagher candidly admitted, "I'm always on my guard when I get a phone call from a reporter I don't know."

Meagher holds the view that the best way to know the movement is to get involved in it, an opinion shared by Nelson Porter, research director of the Union of National Defence Employees (UNDE). Porter, too, deplored the lack of knowledge most reporters exhibit about the intricacies of collective bargaining:

"I have to educate reporters in the difference between the provincial labour relations Act and the legislation under which UNDE negotiates — the Public Service Staff Relations Act. We are limited to negotiating wages, hours of work, vacations and items directly related to them.

"By the time I have tried to do that for a reporter, I have lost him," Porter observed with some bitterness.

"Canadians generally don't accept unions as part of the country's economic life"

Most labour public relations people, whose task is to communicate with the news media, are themselves former reporters, well aware of the problems of covering labour news.

Arthur MacDonald, managing editor of *The Canadian Railwayman* and a journalist since the 1940s, felt that the press generally had a bias against unions.

"This amazes me," he said. "Some of them are the sons and daughters of trade unionists and would not have had their university education had it not been for the wage gains made by their parents' union."

MacDonald, who said he finally felt at home when he took on the *Canadian Railwayman* managing editorship in 1968, believes he was saved from that bias by his teachers at St. Francis Xavier University at Antigonish, Nova Scotia, and particularly by the late Monsignor Moses J. Coady.

"They quickly disabused me of any prejudices I may have had," he said. "They taught me the philosophy of the working man; that he was, and is, entitled to a much greater share of the economic pie."

According to MacDonald, reporters, like so many other Canadians, learn their prejudices at home, from hearing their fathers use terms like "God damn unions" and "God damn strikes."

"Canadians generally don't accept unions as part of the country's economic life," he feels. "They hold a 19th century economic viewpoint. Even educated Roman Catholics have never heard of the great social encyclicals, *Rerum Novarum* by Pope Leo XIII and *Quadragesimo Anno* by Pope Pius XI, which endorsed the right of workers to organize."

To get a true picture of unions, "read hear and see everything in the media with a healthy skepticism — and read the labour press for balance."

MacDonald, too, complained that many newspapers don't leave reporters on the labour beat long enough to learn their job: "I've trained three good reporters in Montreal, and they've been shifted away from me.

"And even when you get knowledgeable writers, you sometimes run into the problem of broken down reporters on the newspaper desk penciling an expert reporter's copy and writing misleading headlines," he added.

MacDonald's view of anti-labour bias on the part of many reporters was supported by John Clark, who had nine years' experience in broadcasting before he joined the CLC as assistant director of public relations in 1974.

"All I knew about labour was that you couldn't trust it," he said. "The bias is there, no matter how you try to be objective, but as people become more experienced they become more objective."

Clark said he doesn't think the labour movement has the right to demand coverage with a pro-labour bias," but it does have the right to demand balanced coverage."

The nature of news itself makes such balanced coverage difficult: "I believe people can have only a distorted view of the union movement because they get most of their news from radio and television. But they are just 'headline services.' This is especially true of private radio, where a 45-second report is considered too long. TV has a little more time, but it can't explain economic or sociological theory in a two-minute news report."

"...the biggest problem is lack of understanding by reporters"

Most labour leaders, while declining to generalize, see much of the union press itself as doing a good job of getting labour's message across to union members. Generally, union papers have joined wholeheartedly in the CLC campaign against the anti-inflation program, for example.

"What matters is that our own people know what's going on"

But Neville Hamilton, director of public relations and executive assistant to the president of the Canadian Paperworkers Union said the labour press is not the place to go to read criticism of unions: "Labour editors generally feel the place for difference and debate is the convention floor, and the consensus that arises there is what is reported in the labour press.

But the labour press does present the problems of union members in a way that daily newspapers and radio and TV news don't: "Reading the news media since January, 1975, won't let people know why 31,000 Canadian paper workers were on strike for up to eight months. But the reasons are spelled out simply and clearly in the CPU periodical, *The Canadian Paperworker.*" lg

Labour reporters answer their critics

Labour reporters agree with some of organized labour's complaints about news coverage, but, in turn, argue that unions often create their own problems. The Canadian Labour Congress presented a classic example during its May 17-21 biennial convention in Quebec City.

The day before the convention, CLC president Joe Morris announced at a news conference that the CLC leadership would present to the 2,300 delegates a document entitled "Labour Manifesto for Canada." It would be "a philosophical statement of the program the labour movement felt was needed to rationalize the country's economic and social problems."

Morris said the manifesto had been approved unanimously by the CLC's 30-member executive council and supported at a meeting of ranking officers of the unions affiliated with the labour central, but he refused to release any copies to reporters until they were distributed to convention delegates the next morning.

He said the CLC was taking every precaution to prevent any copies from leaking to news people, "even doing our own printing."

"We mean to discuss the document with our own people before they read any extraneous comments by people outside the CLC," he explained. "I don't want them coming into the convention telling us what we are saying before they see and hear what we are saying."

Despite Morris' precautions, both Wilfred List of *The Globe and Mail* and Ginny Galt of The Canadian Press were able to file reports on the manifesto's contents. The delegates read them in the morning newspapers on sale in the convention hotels hours before the manifesto was distributed on the convention floor.

They didn't even have to wait that long: Sheldon Turcott had a report the night before on the CBC's national news speculating, accurately though briefly, on the manifesto's contents.

All the CLC succeeded in doing with its attempt at secrecy was to anger the reporters who did not get copies of the manifesto until it was released in the convention press room — after the morning papers were out but before it was distributed to the delegates. The situation fulfilled a prediction made at the news conference by Peter Van Harten of the Hamilton *Spectator*, an afternoon paper: "Tomorrow we'll be scrambling for phones and typewriters to meet an 11:30 a.m. deadline, and we won't do justice to the manifesto..."

Van Harten, a reporter with 10 years' experience, had been full-time on the labour beat for only six months when he was assigned to the CLC convention.

So far, he said, he had received more co-operation from management sources who already knew his work before he took on the labour job. "I think local labour leaders are watching me to see whether I can be trusted," he commented.

Another relative newcomer to the labour beat, Ginny Galt of The Canadian Press, had already received praise from some union PR people for her work.

She found it a "complicated" beat, but said she preferred dealing with union people than with Parliamentarians: "It is impossible to get a straight answer from politicians; you've a pretty good chance of getting a straight answer from a union person."

She, too, agreed that news outlets don't give the labour beat enough attention: "CP assigned 14 reporters to the Progressive Conservative federal convention but just one — me — to the CLC convention."

Rosemary Spears, who has covered labour for five years for the Toronto *Star*, agreed that it was a complicated field, even for an experienced reporter: "It is most difficult to condense most labour situations into news stories."

Tim Ralfe, an 18-year veteran first with CBC news and later with CTV news and public affairs, says his experience as a political reporter helped him cover labour: "A lot of reporters don't understand that the labour movement is political."

Ralfe found that both management and labour people tried to "use" reporters, but management people usually were better at it because their approach was "more sophisticated."

"Many unions leaders don't know the way we work in news," he observed. "They expect us to take sides. Union people expect that because we drink with them we will be on their side. Management people know better."

But Wilfred List, who has covered labour for *The Globe and Mail* for 25 years, finds that both labour and management lack understanding of the functions of the press, and that it is a "basic handicap" in reporting labour news.

Ralfe said TV reporters have special problems because of the medium they work in. Reports have to be short, and visually interesting. Hence labour's activities in health, education, legislation and safety "don't make news." Neither do the intricacies and politics of the labour movement: "Viewers just don't care."

Sheldon Turcott, who in October, 1974, was appointed the CBC's first full-time labour-management news specialist, said one of his major difficulties involves the "housekeeping" chores of getting reports on the air: filming, editing, videotaping, feeds and other technical aspects of his work.

Turcott agreed that many labour stories were unsuitable for TV because they could not be illustrated visually: "An example of this would be a story on working conditions. It is almost impossible to cover it for TV because you usually are not allowed in a plant to shoot film. If you just do a report talking outside the plant, people are apt to turn their TV set off."

One of the hardest working reporters at the CLC convention was Marina Strauss assigned to cover it for The Montreal *Gazette* after only two weeks on the labour beat.

On the other hand, an Ottawa daily, *The Citizen*, sent its recently-appointed labour reporter, Jim McCarthy, to the convention with instructions not to file copy, but to make contacts and become familiar with his new beat. lg

A mid-year economic review

by Frederick Stapenhurst

Preliminary indicators thus far reinforce the view that a mild, but certain recovery has been under way in Canada since late 1975. The Canadian national accounts for the first quarter of 1976 show a healthy 2.7 per cent increase (in real terms) in the gross national product. This increase is about what was expected, although considerable concern has been expressed concerning the sources of this growth.

Although production has recently picked up strongly, this has not been reflected in sales, particularly to the consumer, and much of the increase in GNP reflects an increase in inventories at the retail and wholesale levels. Not too much sleep should be lost over this fact, however. Although consumer confidence took a nose-dive after the introduction of wage and price controls, and increases in provincial and municipal taxation, it picked up considerably in March. Moreover, the volume of bank loans has increased rapidly during the past few months — indicating that consumer spending should be buoyant for the remainder of the year.

At first glance it would appear that the most significant development in the economy is the slowing down of the rate of inflation. But the recent mild increases in the Consumer Price Index (at an annual rate of only 6 per cent for the first five months of this year) are believed to be temporary, reflecting a short-

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term drop in food prices (which, in fact, was reversed in May) and hesitation among manufacturers to pass on cost increases due to the uncertainties of the AIB regulations, rather than to any fundamental success of the government's anti-inflation program. As these cost increases are passed on and food prices begin to firm, the rate of inflation will likely accelerate to what is believed to be the current "underlying" rate of inflation in the Canadian economy (about 8-9 per cent).

One of the major areas of weakness in the economy is the balance of payments situation. During the first three months of this year, Canadian imports exceeded exports of goods and services by $137 million and with a growing trade deficit with the OPEC countries and declining oil exports, the outlook is certainly not bright. Somehow we have to pay for the growing service account deficit (interest on foreign capital) and since trade surplus is unlikely, the pressure for devaluation of the Canadian dollar is expected to increase as the year progresses.

The Department of Finance, in its annual economic review, says productivity declined by 1.5 per cent in 1975 and by 1.7 per cent in 1974. The two-year decline of 3.2 per cent in output per person employed was the sharpest drop in productivity since the Second World War. While it is true that this poor productivity was related, at least in part, to the recession, the Finance Department finds evidence that there may be a trend toward slower productivity growth quite apart from cyclical factors.

This situation is particularly disturbing since it is only out of productivity gains, or from corporate profits, that real wage increases can derive — and Canadian labour has shown no evidence of postponing wage increases because of low productivity. Last year, industrial earnings increased by nearly 14 per cent and in 1974 by nearly 11 per cent. For the first three months of this year, the annual rate of increase was about 10 per cent. In the absence of productivity gains, then, real wages can be increased only at the expense of profits. But profits account for only 13 per cent of national income (against wages, which account for 70 per cent) so there is not much room for transfer, and in any case, it is out of profits that capital investment is funded — and it is increased capital formation which is the key to increases in productivity.

As the Economic Council of Canada recently commented in its labour market study *People and Jobs* (LG, June, p.310), jobs usually emerge following decisions by entrepreneurs to invest in plant and equip-

ment. Each job in manufacturing involves capital stock valued at $32,000, as an average. The investment per job is $208,000 in mining and $483,000 in public utilities.

Obviously, capital of this magnitude will not be forthcoming unless investors have some assurance of a reasonable rate of return. Already, foreign direct investment in Canada is drying up because of the poor productivity performance and current federal government restrictions, while domestic capital investment is low because of low profit rates and the long-term uncertainties created by the anti-inflation program and Prime Minister Trudeau's musings on a "new society for Canada."

Given the relative strength of economic growth recently, and the disturbing structural imbalances in the economy, it is disappointing that Finance Minister Donald MacDonald's recent budget did nothing to rectify the basic weaknesses in the economy. Basically, he seems to be walking a tightrope between expanding the economy to reduce unemployment (now at 7.5 per cent) and deflating the economy to dampen inflation. But in recognizing the difficult line in trying to remedy both situations, it is almost as if MacDonald has decided to do nothing. Nevertheless, business opinion favoured much of the budget's provisions — particularly the encouragement of oil and gas exploration. The increase in benefits to small businesses and the commitment to hold down federal government spending (even if this is done largely by shifting expenses to the provincial governments). The Canadian Labour Congress is rather more critical of the budget, with Ronald Lang expressing disappointment that it "does not identify unemployment as Canada's foremost economic problem" and it "fails to redistribute income from the rich to the poor."

In terms of impact on the economy, the budget was largely "neutral," with MacDonald perhaps concentrating somewhat more on the problem of inflation than with unemployment, and relying heavily on the U.S. recovery to pull the Canadian economy out of the doldrums. However, if the federal government is really serious about reducing inflation to 6 per cent by the end of next year, it is likely that the finance minister will have to present a more restrictive budget later this year, particularly if a reviving world economy threatens to undermine Canada's anti-inflation program.

Budget highlights

Effective taxation year 1976:

Limits raised on the amount of profit subject to low rate of tax for small resident-owned businesses. Old annual limits $100,000, new limits $150,000. Cumulative total increased from $500,000 to $750,000. Maximum annual deductions under deferred-income plans increased about 40 per cent.

Effective May 25:

Temporary tariff cuts on $1.5 billion imports extended to June 30, 1977. The categories include certain food products and drugs, pharmaceuticals, sporting goods and some hardware products.

Two-year tax write-off extended to cover equipment acquired before 1980 which enables industrial wastes to be used as fuel source and which produces energy from municipal waste.

Removal of federal sales tax for a number of items which contribute directly to the development of energy sources other than fossil fuels.

To promote resource exploration, all taxpayers regardless of principal business activity can claim exploration costs at a rate of 100 per cent write-off until July 1, 1979.

Capital cost allowance write-off on leased equipment limited to net rental income from the equipment.

Effective July (Anti-Inflation Board):

Amended regulations with regard to profit margin test and removal of approved R & D expense from the list of restricted expenses.

Effective August 1:

Significant increase in the special excise tax on high-energy-consuming motor vehicles to be introduced in four stages between 1976 and 1979.

Effective October 15 (Anti-Inflation Board):

Freeze on dividends will be lifted to permit an increase of 8 per cent in annual dividends. lg

Ways to beat the productivity problem

by John Doig

At Stelco's 94-year-old factory in Toronto's Swansea district, an experienced worker this year is turning out 9,600 bolts an hour for the auto industry, on a new $300,000 machine. That's a productivity gain of almost 200 per cent over last year's rate of 3,500 bolts.

Across town, in East York, the Philips color TV company has dismantled its Chaplinesque assembly line in favor of work benches, where individual operators assemble complete units. Productivity has gone up about 10 per cent.

At Miracle Food Mart's personnel office in Rexdale, employees work as interchangeable members of a team. They persuaded management to abandon traditional job classifications five years ago. Productivity has increased by at least 20 per cent.

In a nutshell, those examples illustrate the three main techniques by which productivity can be boosted — capital investment, technology, and changes in job procedures (either by managerial innovation or worker participation). Sadly, though, they're not typical of Canadian performance as a whole. Productivity — defined here as worker output in terms of the real gross national product — has declined 3.2 per cent in the past two years.

It had been increasing by an annual average of slightly more than 2 per cent in the six years between 1968 and 1973: at that, a not outstanding record in comparison with other Western countries. A recent report of the Economic Council of Canada placed the United States and Canada at the bottom of a list of the West's major industrial countries in productivity growth since 1960, and predicted the trend would continue through the 1970s.

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The projected 1970-1980 average annual productivity growth rate for the two North American countries was about 2 per cent — compared with about 6 per cent for Japan, 5 per cent for France, 4 per cent for Belgium, and 3 per cent for Britain.

It bodes ill for our competitive position as a trading nation, and the productivity problem is really at the heart of the debate now going on between the prime minister, the business establishment and the labour movement. A serious national debate is overdue. We're not going to solve much, for any extended period, with our customary piecemeal approach.

For example, Finance Minister Donald Macdonald, in his recent budget speech, said the federal government is studying tax incentives with the aim of improving productivity in the Canadian economy. He said tax incentives are needed to encourage venture capital into the "development of high technology and innovative new processes," which is "one of the best ways to increase productivity."

It can be a counter-productive way, in the long term, however, if it leaves the question of how the profits from this new technology are to be shared to conventional collective bargaining, especially now that it's governed by wage and price controls.

Take, for example, Stelco's Hilton Works in Hamilton, where radical changes were made in the maintenance machine shops, which had become overburdened as the company's steel capacity rapidly expanded. The solution was to invest $3 million in nine unique machines operated by computers, with retrained machinists at the controls. The new machines are recording a performance improvement of six to one over their predecessors — or a productivity gain of 500 per cent.

Yet while Stelco technologists were planning the changes, visitors from other steel-producing countries were sceptical. "The industry said, 'You're crazy, you can't do it' when we started this," recalls foreman Graham McMillan. "Now they're coming in from all over to see how it's done."

Presumably this is the kind of success story the finance minister is thinking about. But there are far-reaching implications.

Machinists interviewed in the Stelco maintenance shops said that while their job is now physically easier it demands more mental alertness. They must not only be skilled machinists but, to some extent, computer technicians as well. Because their value to the company is now greater, many feel, their wages should be accordingly upgraded. At $8 an hour, they're doing better than the great majority of Canadian workers. But in other settings, resentment over a perceived inequitable sharing of the gains from technology would obviously reach damaging proportions.

The concept of productivity bargaining — encouraged for several years by governments in some countries, such as Britain — has gained little ground in North America. The notable exception is the auto industry, which has had a productivity factor written into its labour contracts since 1950, along with automatic cost of living adjustments.

Currently, auto workers receive a 3 per cent annual increase for productivity gains, based on national trends in the economy as well as conditions in the industry itself. Union leaders in the industry say the system has worked well for both sides: it's allowed companies to introduce technological changes without crippling resistance from the workers, because they receive direct and visible compensation. Generally, however, both management and labour in this country are suspicious of it.

A main concern of the labour movement is the limit on the amount of corporate information available to workers, especially in an economy, such as Canada's, with a high degree of foreign ownership. Management tends to fear productivity bargaining will lead to challenges to its traditional privileges as to how it governs the workplace and spends profits.

The concept of productivity bargaining...has gained little ground in North America

A national debate is needed also to tackle the larger questions of industrial organization.

The Philips TV factory in East York can spend all the money at its disposal on new technology, and take innovative shopfloor change to its ultimate, and it will still lose out in the productivity race if has to continue to operate in a hopelessly fragmented market.

A flood of private and government studies — the most recent a report of the Economic Council last year — have pointed up the weaknesses in our branch-plant economy. In short, as the ECC says, we have in Canada a "miniature replica" of the U.S. manufacturing scene. American parent firms have established a proliferation of subsidiaries which compete in the much smaller Canadian market. They are economically inefficient, compared with their parents, because of their much shorter production runs.

For example, one study cited by the ECC concluded that in Canada's industrial structure 15 years ago the domestic market was too small to absorb the output of even one refrigerator or electric range plant of efficient size. Yet at that time the market was served by 10 plants producing refrigerators and 23 making electric ranges.

The picture in Canadian manufacturing has not changed much since then. The size of the average industrial plant in this country is only about half that of its counterparts in the U.S., Britain and Germany, and smaller than those in countries such as Sweden, which have even smaller domestic markets than our own.

To pay for their inefficiency, branch plants in Canada can raise their prices behind the protection of tariff barriers. They're content, in the majority of cases (Philips' TV factory is an exception) to serve as warehousing and assembly plants for their parent companies.

All of this adds up to a weak manufacturing sector and an unbalanced economy, which Canada has to support by selling off raw resources — a disastrous course if we want to improve our competitive productivity.

There's a remarkable degree of consensus among political opponents when it comes to identifying the root causes of slumping productivity. (Cures are another matter). Chief among them is the weakness of the manufacturing sector, which, examples such as Stelco notwithstanding, is too often characterized by inefficiency and failure.

...the manufacturing sector ...is too often characterized by inefficiency and failure

Ten years ago, about a quarter of the country's non-agricultural work force was employed in manufacturing. Today the figure is about 20

per cent and, according to the ECC, it's likely to be as low as 17 per cent five years from now. Among Western countries, only Greece and Ireland today have a smaller proportion of their work force employed in manufacturing.

As a result, Canadians are, per capita, by far the world's leading importers of manufactured goods, buying proportionately about twice as much as the Europeans, four times as much as the Americans and 10 times as much as the Japanese. We had a $10 billion deficit in manufacturing trade last year.

...hierarchical decision-making and supervision do not promote the fullest use of human resources

Not only die-hard nationalists blame this sorry state of affairs largely on the miniature-replica nature of our goods-producing sector. It's singled out by such diverse thinkers as the usually-conventional analysts at the Economic Council, renegade Liberal Eric Kierans, and Toronto political scientist James Laxer, reformed one-time guru of the radical Waffle group.

The ECC proposes to attack the problem by smashing down tariff barriers, so our manufacturers will be exposed to tough competition. This exercise, it says, would drive out inefficient companies and bring about the mergers necessary to form strong firms.

Kierans several years ago proposed a similar industrial strategy. In his plan, Canadian-owned companies would be compensated for the removal of tariff barriers by paying lower taxes than their foreign competitors. This would encourage take-overs of foreign companies by Canadian firms, Kierans reasons.

It's a disturbing notion to others who also want a complete reorganization of Canadian industry.

"You wouldn't be able to tell in advance where the damage would fall," says Toronto economist Abraham Rotstein. "There would be no automatic employment for the workers in industries knocked out by the changes." He advocates rationalization of industry, with the federal government assuring Canadian control through Crown corporations in key manufacturing sectors, and then adjustment of tariff barriers.

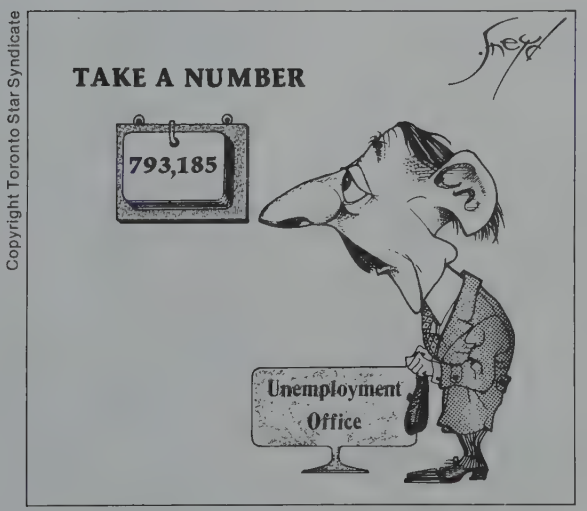
Laxer argues on similar lines. "The central thing that's wrong with the Canadian economy — the root of our productivity problem — is the very serious imbalance between productive and non-productive spending," he says.

Canada's labour force has been growing at the fastest rate in the industrialized west. At the same time, the shift of manpower from goods-producing employment to the service industries has been more pronounced than elsewhere.

In the past two decades, about 80 per cent of the country's new jobs have been created in the service sector, where the great majority of Canadians now work, and where we have the most serious productivity problem.

In terms of output per man-hour in constant dollars, productivity in the manufacturing sector increased by an average 3.7 per cent annually in the decade up to the end of 1974. The comparable increase was only 2.7 per cent in private service industries (which don't include the growing government sector of the economy).

The danger signals are obvious. It is imperative, then, in a national debate, to examine the state of our manufacturing sector in the light of an overall industrial strategy and the implications of foreign economic domination.



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But while we are stuck with a Humpty Dumpty service sector, we need to look at ways of improving productivity within it.

Here we are dealing with human resources, and it's not much help to talk about massive capital spending and technological change. We need, instead, to turn to human initiative such as that displayed by the employees of Miracle Food Mart's personnel office in Rexdale, Ontario.

Back in 1969, while the company's parent, Steinberg's Limited, was going through a rapid expansionary phase, the costs of staff turnover, absenteeism and plain boredom became evident. At that time, in the personnel office, there was a separate clerk for each service required by about 5,000 employees. One clerk would answer a store manager's inquiries about hospital insurance, for example, while another dealt with vacation pay, still another with pension plans, and so on.

If one clerk was absent her work piled up, because no one else, except the manager, could do it. A store manager could spend his day making calls to the personnel office, putting separate problems to separate clerks, provided, of course, they were there. More and more frequently they weren't there.

"We had terrific turnover and absenteeism," recalls personnel manager Joy Reese. "I started asking why. I found the girls were completely frustrated because they were doing the same old job day after day and felt they had no real responsibility. So I sat down with them and asked them what was wrong with the office. I asked them how they'd like to work."

From those discussions emerged a team concept. The clerks wanted variety. They wanted to deal with different aspects of personnel service, instead of answering the same old questions for different people. They felt they could be more effective if they dealt on a continuing basis with groups of people instead of groups of problems.

...while we are stuck with a Humpty Dumpty service sector, we need to look at ways of improving productivity within it

Given the go-ahead, the clerks started retraining themselves in each other's jobs. They accomplished that in nine months, well ahead of the one-year schedule anticipated by management. The changes went into effect in 1971. Each clerk is now responsible for a group of stores. But if she's away, any of her workmates can fill in.

"There used to be a backlog of five or six weeks' work piled up on the desks," recalls supervisor Isa Penman. But once the new system was in smooth operation the clerks volunteered for more work, instead of complaining that they couldn't cope.

Pay rates have increased, but the company is still saving because under the old system the staff would have had to be expanded by an estimated 50 per cent.

Absenteeism last year was down to a respectable 2 per cent, in terms of work-hours lost. If major causes, such as car accidents, were eliminated, it would be under 1 per cent.

Now, there's a change for a Canadian employer — to actually sit down with the workers and ask them how the place should be run!

Ontario's deputy labour minister, T.E. Armstrong, told an audience of lawyers recently that the old concepts of hierarchical decision-making and supervision do not promote the fullest use of human resources. He said that studies have shown that shared decision-making improves the profitability of an enterprise, and he had kind words for works councils and employee representation on boards of directors.

Similar sentiments have been voiced by federal labour department officials.

But the very words "industrial democracy" generally bring loud protests from the governing establishments of management and labour in this country.

Rationalizing their respective self-interests, they usually resort to the tired old argument that "it can't work here."

It works — albeit with varying degrees of success — in such diverse settings as Yugoslavia, under a Communist dictatorship, in Peru, under a military junta, and in eminently respectable Western societies in such places as West Germany, Sweden and The Netherlands.

Leaving aside, for now, such considerations as good relationships, safe conditions and fair treatment in the workplace, industrial democracy should be part of the national debate for the sake of productivity alone.

For it is here — among the ranks of Canadian working people, and given their tremendous resources of talent, innovation and the will to succeed — that the greatest gains can be made. lg

C.D. Howe Research Institute — Statistics Canada

Studies on the status of Canadian women

by Jane Burton

Stress experienced by Canadian women caught between publicly-professed standards or ideals and the realities of social attitudes and everyday experience is one of the subjects covered extensively in the recently-released book *Opportunity for Choice: A Goal for Women in Canada*, edited by Gail Cook.

The joint Statistics Canada — C.D. Howe Research Institute study, which constitutes Statistics Canada's contribution to International Women's Year, examines the status of women in the areas of the family, education, the work force, and related public policy. With contributions from economists, sociologists and a lawyer, the book drives home the complexity of what some might erroneously dismiss as "women's issues" and offers many interesting and valuable suggestions as to how our society might remedy some of its labour-related problems. Contributors include Gail Brent, Tom Courchene, Jane Banfield Haynes, Judith Maxwell, Caroline Pestieau, Pierre-Paul Proulx, David Stager and John Vanderkamp.

Turning first to education, the researchers note that the gap between male and female enrolment rates widens as students get older. Thus one finds that more than 60 per cent of all university students are males. With reference to fields of study, the four leading disciplines for women in 1972-73 were: arts 44.5 per cent, education 18.4 per cent, science 11.3 per cent, and nursing 4.3 per cent. Women made modest inroads in several of the traditionally male-dominated disciplines in the decade 1962 to 1972; their enrolment in commerce and business administration, for example, rose from 0.8 per cent to 2.8 per cent and in law from 0.4 to 1.3 per cent.

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Using data from the 1971 Census, the authors isolated the education level of an individual's parents as being the strongest determinant of educational enrolment, but were not able to pinpoint any variation in this factor's influence based on the sex of the child or of the educated parent: "We found no evidence to support the hypothesis that the mother's education, more than the father's, is an important influence on the education of the daughter. There was no evidence that the converse was true for the son." Such was not the case with some of the other factors isolated: relative to the male rate, female enrolment rose less with increasing family income, while it rose more with declining community size.

The explanations for the variations in male and female enrolment rates offered in the study range from social attitudes on suitable sex-roles to the fact that women have more difficulty finding high-paying summer jobs to finance their studies. The concentration of women in the four fields of study cited above is also explained by societal pressures together with the reasoning that two of these fields — teaching and nursing — offer the flexibility necessary to accommodate women's movement in and out of the work force. To this observation the authors add: "Whether the occupations innately possess these characteristics or have adjusted to the needs of women remains an open question.

With respect to the inordinately large percentage of women enrolled in arts programs — 13.5 per cent more than males — one may point to an observation made elsewhere in the book "many females are channeled into educational streams that are not market-oriented," which, sadly, is progressively becoming a fairly accurate description of most arts degrees.

"Labour force participation of women reflects motivations ranging from financial necessity to the contribution of a paid job to self-development." So begins the study's examination of women's work patterns, an examination which covers their occupational distribution, earnings, and unemployment rates.

In 1971, the occupations which contained the three highest percentages of the experienced female labour force were: clerical 31.6 per cent, professional 17.8 per cent, and service 15.1 per cent. The

percentage of women in professional occupations appears significant, particularly in that the female exceeds the male percentage by 7.8 per cent, but it is lessened by the fact that most of the females are concentrated in the low echelons of their fields. Further, examination of the leading occupations of the total female labour force holds few surprises, except perhaps that farm work was the seventh largest occupational group for women in 1971; a drop from its fifth-place ranking in 1961.

Comparing the Canadian situation with other countries, the authors found occupational segregation to be fairly universal but that "there is a notable international diversity in the female occupational distribution that appears inexplicable on economic grounds alone."

With respect to earnings, women earn 50 to 80 per cent of male earnings. After adjusting for productivity differences (like seasonally adjusting unemployment rates to make them more palatable) women earn 80 to 90 per cent of male earnings.

Productivity differences stem from differences in education, work force experience and commitment, training, and discrimination. Differentiating between discrimination and the other factors is a difficult task. The crux of the problem being that: "The extent of the differential that can be attributed to discrimination depends on the extent to which productivity differences themselves arise from sex discrimination." However, no matter how one explains the earnings differential related to productivity differences one is still left with a differential of between 10 and 20 per cent. After studying earnings differences by occupation and industry, the authors conclude that the only means to reduce and eventually remove the earnings gap is through desegregation within occupations and industries aided by a shift to a more equitable sharing of family responsibilities.

To study unemployment patterns among women, the authors used the 1971 Census and the May 1971 Labour Force Survey. The female unemployment rate in the Census was 8.9 per cent while the Survey revealed a 5 per cent rate. The question in the Census was more direct than the one in the Survey, leading to the conclusion: "a more probing question concerning job search activities would uncover a number of hidden unemployed and that women constitute a disproportionate number of the hidden unemployed."

Breaking unemployment down into its various types, women were found to be less affected by cyclical unemployment because of their concentration in the more stable service and white-collar occupations. However, an economic downswing might increase the hidden unemployed among women, while equally it might cause them to enter the labour force to supplement family income. The assumption in both cases being that the woman is married and thus able to fall back on her husband's income when jobs and money are tight and vice versa.

Women are affected by structural unemployment in the sense that they are generally geographically immobile due to preference or the cost of their husband's relocation. Perhaps the best example of this situation — although not wholly related to unemployment — is the banks. Women have been — and to a great extent still are — concentrated in the lower teller and junior desk positions, while men dominate the middle and upper management positions. Bank recruiting policies aside, a major reason for this situation is that accountants and managers must agree to be mobile.

The third type of unemployment — frictional — affects women to the extent that their inexperience tends to lengthen their job search, but generally they are affected less than men "because their shorter and more intermittent stays in the labour force may not make it as worthwhile for them to search for the most desirable job."

The 1971 Census yields unemployment data by sex, age, education, marital status, occupation, residence and region. Of these factors, the data relating to marital status is the most predictable, while that relating to education is the most discouraging. Marriage increased the female unemployment rate by about two thirds of a percentage point while it lowered the male rate by about five per cent. This is in line with the belief that marriage increases a man's job commitment while implying a lack of commitment for women.

...the family is the key to many of the problems faced by women in the work force

With respect to education, after controlling for other factors, it was found that: "Having a university degree as opposed to an elementary school education or less, did not significantly reduce female unemployment, but did reduce male unemployment." It is difficult not to be disturbed by statistics like this. One explanation, however, might be that the labour market is slow to accustom itself to the growing numbers of university-educated women, perhaps partly because such women are still in a

minority position. Add to this the proliferation of university graduates on the labour market in the last four to five years and the stagnation of employment opportunities for this educated but inexperienced group, and you have a situation which encourages the underemployment and unemployment of female graduates.

The final area of women's activity — the family — is the key to many of the problems faced by women in the work force. In fact, much of the book's discussion of other areas seems to assume that women are married. Statistics Canada data on marriage rates show that in most respects this is a fair assumption. The fact that there has been no great alteration in marriage rates in the last 15 years is somewhat surprising when one considers the number of problems and pressures currently faced by wives and mothers.

Married women choosing to be full-time housewives find that technology is increasingly making them redundant, or at least making them appear so. Further, with the wider acceptance of women working in paid employment there is a greater questioning of the value of housework as a lifetime occupation. In response to these pressures, and influenced by factors such as economic necessity, a healthy economy, and the lack of attractive non-market alternatives, married women are increasingly participating in the labour force. This choice has many ramifications for the woman herself, the family unit, and for society as a whole.

A major result of married women's participation in the labour force is the reduction in the child-bearing or fertility rates. Gail Cook found: "In all age groups, full-time housewives tend to have more children than part-time workers, who, in turn, tend to have more children than full-time workers." One way of explaining this phenomenon is that for a full-time housewife, child-bearing increasingly becomes a justification of the housewife role.

Another way to look at it is that women who wish to and/or must participate in the labour force are restricting their child-bearing for career or financial reasons. The trend that emerges is that child-bearing is restricted to the 25 to 30 age group which on average, have two children. Another trend of note is that the percentage of childless married women has increased significantly since 1961. Whereas in 1961 26.3 per cent of the 20 to 24 age group and 13.6 per cent of the 25 to 29 age group were childless, in 1971 these figures had risen to 42 per cent and 20.7 per cent respectively, indicating that more women may be opting for unencumbered lifestyles and/or career opportunity and advancement rather than traditional mother roles.

Traditions, however, die slowly, especially when they are related to childbearing. Thus with the increase in the number of married women working, one also finds an increase in the number of mothers participating in the labour force. Comparing 1967 and 1973 participation rates for women with children, one finds that they have increased from 21 per cent to 35 per cent, with an annual growth rate of 8.1 per cent.

Basically, a mother's labour force participation increases with the age of her children, hence, in 1971, 25.4 per cent of women aged 25 to 34 with children less than one year old worked outside the home compared to 56 per cent of women with children aged nine to 10 years. It is interesting to note that 1970 Gallup poll results revealed that 80 per cent of respondents were against women with children working. If these polls may be viewed as accurate reflections of social attitudes then it is reasonable to conclude that these working mothers are subject to considerable negative social pressure from their fellow workers and families, which results in increased value conflicts within themselves. This stress is compounded by the question of leaving children in day care facilities or with babysitters.

Women generally bear the emotional brunt of the decision to leave children in day care or with "mother-substitutes." They will be blamed or will blame themselves for any real or perceived effect on the child's character. Added to this situation is the widely-held belief that there are damaging consequences to leaving a child in the care of anyone but the natural mother. Gail Cook points out that despite studies proving the contrary, the emotional burden of choosing the child care alternative "is exacerbated by much conventional wisdom indicating that children suffer mentally, emotionally, and even physically when their mothers are employed outside the home."

The researchers used the 1973 Statistics Canada study "Working Mothers and Their Child Care Arrangement in Canada" to analyse the child-care situation. The study subdivides child-care arrangements into four main categories: unpaid care, children looking after themselves, paid-care arrangements, and other arrangements. The findings were that 75 per cent of child-care arrangements for children who are in school full-time fell into the first two categories, while 33 per cent of children attending school part time and 57 per cent of children not attending school were in paid day care. Also of note is that of the 57 per cent of children not attending school who were in paid day care,

only 7 per cent were in daycare centres or nurseries. The author summarizes: "Child care in Canada is characterized at present by a preponderance of private arrangements, often without payment. For the vast majority of children whose mothers are in the labour force, care is custodial rather than instructive in nature."

The same survey that yielded the above statistics also revealed that 40 per cent of the respondents who were not then working wished to participate in the labour force but were deterred by the lack of satisfactory child care. Prompted by such findings the authors examine the current care system and offer several suggestions on how it might be improved.

Legislation alone is not the answer

Government involvement covers regulations on quality standards in day care centres, tax deductions and subsidies. Basically, the study concludes that child care is viewed by governments "as a subspecies of another problem, welfare." Further, the authors express concern that the present policies seem excessively to reflect the needs of the lower income group in their financial provisions while coincidentally endangering this group's ability to participate in the system through unnecessarily high quality standards which put the cost of care above their means. Thus they suggest: "Policies toward day-care centres must reflect a balance that will result in the accommodation of an increasing number of children from various socio-economic backgrounds..."

Theyalso propose that a co-operative day-care arrangement should be established wherein parents pay for their child's care in time or money, with the whole operation and management controlled by the paid day-care workers. In defence of such a system they argue: "A co-operative day-care centre of this variety would be reliable, would meet the needs of parents working in the home as well as those working in the labour force and at home, would provide flexibility in the form of payment by the users, and would allow some parents to monitor the service directly by participating in it."

Perhaps the greatest strain on married women participating in the labour force is the fact that generally they must carry the burden of household responsibilities in addition to their paid employment. When children are present, the effect is to triple the woman's workload. The researchers found that even where the husband assists with the housework, his tasks are generally more irregular, allowing "more discretion in timing" while the wife's duties are of a more regular or daily nature.

The effect on working women of carrying dual jobs is best summarized in what might be termed the domino theory of household responsibilities: "The division of household responsibilities... influences the labour market choices of women as well as their commitment to the labour force. Commitment, whether affected by home responsibilities or labour force opportunities, influences women's potential earnings, which in turn are an important determinant of the decision to engage in labour market activities."

At the outset of the discussion of women in the family, some surprise was registered at the fact that marriage rates had not altered significantly given the number of problems and pressures facing married women today. Examination of the divorce rates in Canada during the period 1941-1971 provides the bulk of the explanation for this situation. Divorce rates rose steadily, except for a brief post-Second World War surge, between 1941 and 1968; the general divorce rate more than doubled to 279.5 per 100,000 in 1969 and has increased irregularly, since. In so far as the divorce rate can be viewed as a measure of strain in marriage, it is significant that between 1969 and 1971 the wife filed for divorce in 63 per cent of the cases. What is perhaps even more significant, in divorces where children were involved, women filed in 70 per cent of the cases, with this figure increasing to 75 per cent in families of seven children or more.

In pondering the reasons for the consistent marriage rates, Gail Cook notes that women may fear the stigma of being single more than the problems of marriage. It seems an odd comment that our society continues to cast aspersions on those who choose to remain single while it seems to accept the increasing incidence of marriage breakdown and divorce with its consequent havoc for the participants and their families.

Throughout an examination of the problems and pressures faced by women one finds the juxtaposition of present realities with outdated beliefs or values. The tug of war that this implies for women effectively reduces their options, particularly with respect to labour force participation.

Studies such as the one reviewed here show that ignoring the issue is not making it go away but rather is compounding the stress and frustration experienced by women. Legislation alone is not the answer. lg

Britain's unions support wage restraint policy

by John Bank

The Trades Union Congress at a special conference in London committed British workers to a second straight year of strict wage restraint by an overwhelming majority of more than 17 to 1. The new pay policy puts a 4½ per cent limit on the nation's wage bill. (By comparison delegates last year endorsed a £6 pay limit by only a 2 to 1 majority.) The one thousand delegates took less than three hours of debate before calling for the vote to approve the Social Contract document putting forth the new pay guidelines that will bind the TUC's 11 million members. The policy presented to the delegates in Central Hall, Westminster on June 16, received 9,262,000 votes in favour and only 531,000 votes against. About 840,000 votes — including "positive abstentions" — were uncommitted.

The main unions to vote against the pay restraint were worried about differentials disappearing. These included the higher-paid workers: the white-collar Association of Scientific, Technical and Managerial Staffs (ASTMS), the electrical power engineers, the train drivers (ASLEF), blastfurnacemen, tobacco workers, merchant navy officers, cine technicians, journalists and airline pilots.

Among those who abstained were the railwaymen of the National Union of Railwaymen, the construction workers (UCATT) and the actors' union, Equity.

"This is our reaffirmation. This is our commitment, and the world had better understand it," said Norman Willis, TUC's assistant general secretary as he put the policy before the delegates. He wanted all the world to know that the British unions were doing all they could to help stop the nation's economic disorder.

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"The policy before this Congress is a demanding one; for some it once again means short-term sacrifices. But what we have seen in these last few weeks is a growing reaffirmation by our movement that making these short-term sacrifices is much more sensible than suffering inflation and unemployment on a scale beyond all our experiences in this country, which would have been the case had Congress not grasped the nettle last year and given a lead with the £6 (limit) policy," Norman Willis said. He credited the TUC with breaking the "vicious circle of inflationary attitudes." Inflation was 30 per cent annually and rising a year ago, but now is under 19 per cent and falling. Willis was standing in for Len Murray, TUC general secretary, who suffered a mild heart attack.

The new pay guidelines for increases will run from August 1, this year to July 31, 1977. They require a percentage increase of 5 per cent on total earnings for all hours worked with a cash minimum of £2.50 and an upper cash maximum of £4 per week. These figures apply to all full-time adult workers — that is over 18, with pro rata payments for part-time workers and juveniles. The earnings increases will be paid as an individual earnings supplement. Each week, employers will calculate a worker's total earnings and add 5 per cent to the result. If the answer is more than £4, only £4 will be added. If the answer is less than £2.50, £2.50 (the cash minimum) will likewise be added.

The guidelines reiterate the practice of a 12-month interval between major pay increases. All other improvements, including non-wage benefits should be kept within the overall pay figure, with special provisions for pension schemes. Everyone with total earnings of less than £50 per week will benefit from the £2.50 flat-rate underpinning. All those on £80 per week or approximately 34 per cent of the working population will receive £2.50; 43 per cent of the workers will receive a 5 per cent increase; and 23 per cent will be affected by the £4 maximum.

The most unique feature of the guidelines is their link to tax relief for individual workers. In April, the Chancellor of the Exchequer, Denis Healey, announced that income tax relief worth about £1,300 million a year was conditional on the TUC's willingness to accept a pay rise limit of about 3 per cent. In May the

Government negotiated with the TUC representatives the pay formula of 4½ per cent approved by the TUC special Congress in June. Although the new formula was more generous than Healey's proposed 3 per cent in nominal terms, it is under much tighter rules and fitted the Chancellor's plan to bring the rate of inflation down to 5 or 6 per cent by the end of 1977.

It was the first time in British history that the shape of the nation's accounts for the coming year was made conditional on an outside organization (TUC) taking a decision that was favorable to the Chancellor's overall strategy.

Hugh Scanlon, president of the Amalgamated Union of Engineering Workers, struck the right chord when he said: "We have to support the general council because we believe the general strategy of the government is correct, with its emphasis that if Britain is to get out of her undoubted economic difficulties, it can only be done on the basis of a viable, efficient manufacturing industry with emphasis on those who make and sell and, if necessary, somewhat less emphasis on those who serve."

TUC chairman, Cyril Plant, general secretary of the Inland Revenue Staff Federation, gave a stern warning to the government that workers must not continue to bear the burden of sacrifice alone.

Lawrence Daly, general secretary of the National Union of Mineworkers, argued that there were important ethical as well as economic reasons for supporting the pay policy. He came to the Congress with a clear mandate from Britain's 260,000 miners who voted a narrow but convincing majority of 53.40 per cent in favor of wage restraint in pit-head ballots. If last year's 34 per cent inflation continued, Daly argued, and coal face workers had

"It is an expression of the national will to defeat inflation..."

been given £100 per week, they would have wanted £134 this year, £179 next year and the year after that £200 would have been a cut in real terms. "Is that really the crazy kind of economic situation that we want to continue to be part of? No."

Jack Jones, the architect of last year's £6 limit, made a special appeal to unions that were planning to abstain or vote against the policy to think again. "Pay policy linked to the price code has brought down the rate of inflation and the objective to have it again is surely right. Every housewife and every working man," Jones said, "knows we must improve our ability to buy with the pay packet."

He praised the tax relief and indicated that the government would be bringing forward proposals on wider matters, such as fuel problems facing pensioners. "They haven't forgotten their social responsibility and neither have we."

He singled out the government's passage of the Employment Protection Act as the greatest progress made in the field of employee protection by any country in the world. "Let us say frankly that it is in our interests to keep the Labour Government in office."

Prime Minister James Callaghan's look to the future is full of confidence for national recovery. "Thanks to the co-operation we have had during the last two years of Labour government, the opportunity for national recovery is here," he said. "Today's decision by the trade unions of Britain, representing 11 million members, comes at the crucial stage in the economic life of Britain. It is an expression of the national will to defeat inflation, to get Britain on the road to economic recovery and in due course to reduce unemployment. The trade union movement has put the wider needs of the country first. By doing so trade union members themselves have a firmer base for future advance," the Prime Minister said.

TUC leaders, however, know that their own convictions about the absolute necessity for a pay policy go unshared by substantial numbers of British workers. They also know that, despite all the good will in the world, the Labour government will loose popularity with the trade unions over coming food prices, some essential relaxing of price controls (to aid investment and create jobs) and pending public spending cuts.

A third phase of pay restraint does not seem likely. Jack Jones has already warned that it is "not on." A third year running of eroding differentials and a denial of productivity bargaining and iron enforcement of wage limits by the TUC seems out of the question. Jones has already called on employers to end their opposition to planning agreements (a voluntary provision of the Industry Act). He believes that planning agreements should be used as a means to discuss what will happen to productivity and incentives at the end of the pay policy when there would have to be an "orderly return to free collective bargaining."

Facing up to the problem of enforcing the present phase two pay policy, Norman Willis instructed the Congress with these words: "We are going to have to be very precise and honest with our members in making it clear that the TUC will not give support to any pay settlement that goes beyond the pay guidelines that are approved.

Urban affairs study

The quality of life in Canadian cities

The relationship between the size of a city and urban problems such as congestion, crime and pollution may not be as close as is commonly believed, according to *Urban Indicators, Quality of Life Comparisons for Canadian Cities*, an 86-page research report published by the Minister of State for Urban Affairs.

Ministry researchers, using statistical data already available from other sources, compared 32 "indicators of the quality of urban life" in 22 cities, dividing them into three categories: social, economic and physical.

For example, social indicators include statistics on juveniles charged, criminal code offences, missing persons, illegitimacy, educational level, public library usage, voter turnout and hospital beds. Economic indicators include average income before and after taxes, housing costs, occupational status, unemployment, participation of women in the labour force, and strikes. Indicators of physical development include housing costs, public transportation, air quality and fire and auto hazard statistics.

The researchers found that Ottawa had the highest average income and the highest "occupational status index" — the drawing power for highly skilled labour — of any of the cities. Toronto had the highest housing costs, the lowest rate of automobile accidents and fires, and the highest participation of women in the labour force. Saskatoon residents used libraries more frequently than residents of any other city, and St. John's, Newfoundland, had the highest percentage voting in municipal elections.

The Quebec municipality of Chicoutimi-Jonquière appeared most often at the highest or lowest rank under each indicator. It had the highest unemployment rate, the highest proportion of its population living in the province of birth, and the highest average income after adjustment for taxes and housing costs. It also had the lowest rate of criminal-code offences and missing persons.

The study concludes that urban institutions, practices and life styles are so diverse and complex that it is probably impossible to arrive at "one overall indicator of how one Canadian city is performing." It also observes that it is impossible to establish the importance of one particular indicator relative to others: "Is a change in the automobile accident rate a more important indicator than a change in the pollution rate? Frankly, we don't know, so we do not even try to add up the indicators to give an overall quality-of-life figure."

The report's researchers invite readers of the report to assess the 32 indicators individually "and view what you will with alarm or satisfaction."

They also observe that an indicator itself can be ambiguous:

"There are peculiar things about indicators. For example, take the indicator *Number of Criminal Code Offences per 10,000 population*. A low figure can mean (a) that the crime rate is actually low, or (b) that residents have so little confidence in their police force that they do not bother reporting minor crime, or (c) that what one community reports diligently, such as soliciting by prostitutes, another community does not see as a crime worth reporting, or (d) that the police do not bother recording all the crimes reported. Further, the indicator does not reflect the gravity of the crimes reported; the Criminal Code covers a wide range of sins and all are given equal weight in the indicator."

Why, then, did the ministry publish the indicators? The researchers offer two reasons:

"First, we believe that a large number of Canadians living in cities are curious about the way their community stacks up against others...Further, we believe that a reaction to the indicators is highly desirable, whatever form it takes. If someone proves these statistics are inaccurate, this may show the way to improving their accuracy. If a municipality is dismayed at finding itself unfavourably compared with others, it might take measures to improve the conditions..." In brief, if we are to disseminate information about urban life, we have to make a start. That start has now been made.

With those precautions, it is interesting to note how the highest and lowest ranking cities compare according to several of the indicators:

Urban indicator	Highest	Lowest
Juveniles charged per 10,000 population	Winnipeg (112)	Windsor (8)
Criminal Code offences per 10,000 population	Regina (1,243)	Chicoutimi-Jonquière (286)
Missing persons	London (109)	Chicoutimi-Jonquière (5)
Illegitimacy per 1,000 births	Regina (177)	Hamilton (55.5)
Percentage of young adults with low education levels	Montreal (48.4)	Vancouver (26)
Public library use as measured in book loans per capita	Saskatoon (9.45)	Quebec City (0.33)
Cultural homogeneity measured by the percentage of the population living in the province of birth	Chicoutimi-Jonquière (96.1)	Victoria (45.6)
Hospital beds per 1,000 population	London (14.8)	Sudbury (5.3)
Per cent voting in municipal elections	St. John's (58.6)	Kitchener (32.2)
Average income	Ottawa-Hull ($6,373)	Saint John ($5,132)
Average income adjusted for taxes and housing costs	Chicoutimi-Jonquière ($6,533)	Saint John ($5,158)
Occupational status index	Ottawa-Hull (8.2)	Saint John (3.7)
Percentage of females in the labour force	Toronto (56.5)	Chicoutimi-Jonquière (30.8)
Unemployment rate	Chicoutimi-Jonquière (8)	Sudbury (4.2)
Annual strike days lost per 100 workers	Hamilton (105)	Saskatoon (less than ½ of 1 day)
Average cost of a new single-detached house	Toronto ($62,254)	Saskatoon ($25,645)
Apartments as a percentage of housing stock	Montreal (51.6)	Thunder Bay (21.1)
Per cent of apartment units vacant	Sudbury (5.1)	Vancouver (0.1)
Fire and automobile hazard index	Quebec City (40)	Toronto (14)

forum

FORUM invites readers to freely express their opinions on topics of concern to the working population.

Letters must be signed and length should not exceed 600 words.

Jennings: fact vs. opinion

I feel obligated to comment on Donald Taylor's reaction (LG, June, p. 332) to your news brief quoting some of my figures (LG, April, p. 180). My remarks were made in a sincere effort to shed some helpful light on the impasse that exists among your government, your unions and your corporations about what pay-benefits increases are, or are not, "inflationary."

I am sure that Mr. Taylor's reactions to the news brief were equally sincere, even though, in my opinion, it is he who has resorted to "tiresome and misleading cliches" about the size of aggregate pay and profits, and their relationship to each other. Mr. Taylor's reactions, and the similar reactions of most of the people he represents, are understandable in view of the paucity of irrefutable facts and figures from industrial sources. I am sure that neither he nor members of his organization have ever seen most of these figures. Perhaps they have not seen any of them, even though most of them were published, without being questioned by any union representative, in *The Detroit News*, right across the Detroit river from Ontario.

I pointed out in the November 4, 1975 issue of *The Detroit News* that at no time in the last *ten* years have the employees of all U.S. corporations received less than the 85.5 per cent of the available, divisible corporate income they received during 1966, according to the U.S. Department of Commerce. They received 89.6 per cent of it in 1975, or the diametric opposite, many times magnified, of the 25 per cent Americans polled by Opinion Research Corporation believed they receive.

Equivalent figures for Canada have not been published, and opinions concerning income distribution in Canada have not been ascertained, but the figures and the opinions in the U.S. are, at least, significant for Canada, where pay-benefits increases are running far in excess of increases in man-hour productivity. It will be recalled that a few years ago, the Governments of Canada, the U.S. and Britain all contended that pay-benefits increases in excess of the 3 per cent plus by which man-hour productivity was increasing annually were, inescapably, inflationary. The leaders of Britain's unions have shown their recognition of this economic reality by *voluntarily* limiting their demands to 4.5 per cent per year, even though Britain does not have such mandatory controls as exist in Canada. British Prime Minister Callaghan has recently relaxed Britain's mild price controls and has appealed to the unions to help corporations increase their profits, in order to attract needed capital for industrial expansion, which will produce more jobs and more exports.

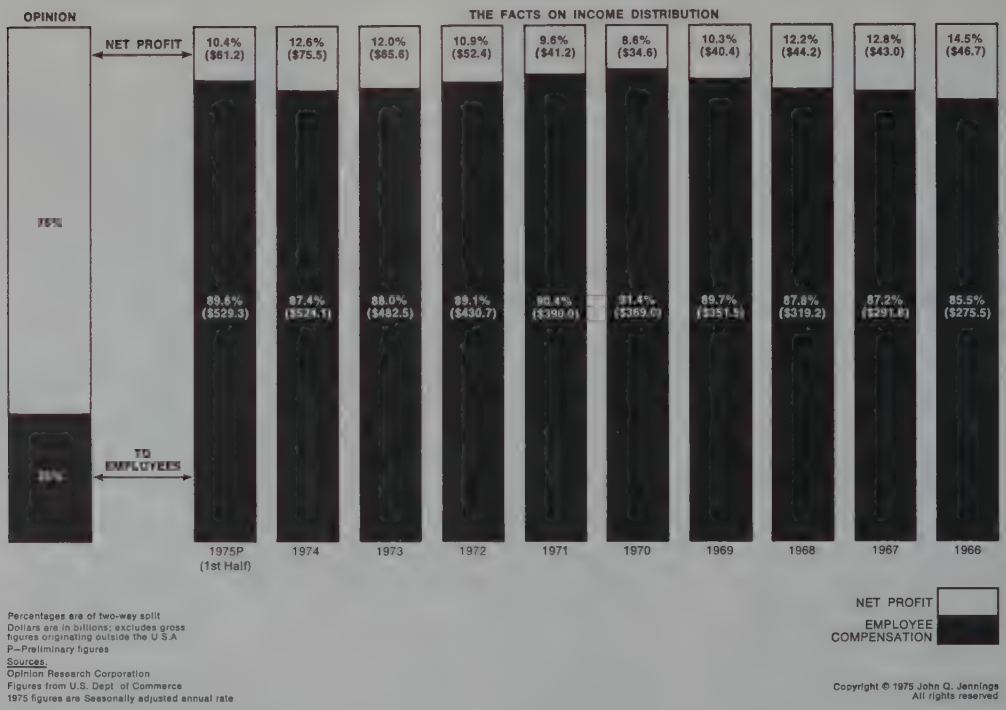
As for the profit margins of supermarket chains and oil companies, some people agree with Mr. Taylor that return on shareholders' equity is more significant than the return on sales. However, most supermarket customers are more interested in the margin on sales since that is the figure that tells them how much of the dollar they spend for food ends up as net profit for the supermarket. While I am not aware of Canadian public opinion about profit margins, I do know that the disparity in the U.S. between fact and opinion is monumental. Americans polled by Opinion Research Corporation believed companies clear 33 per cent on sales after taxes or over three times the 10 per cent they consider "fair." A Gallup Poll of a cross-section of U.S. university students found they believed companies make 45 per cent on sales after taxes, or nearly twice the 25 per cent they considered "fair." As for oil companies, the general public in the U.S. believes they clear 62 per cent on sales after taxes.

The Conference Board in Canada shows both the return on sales and the return on shareholders' equity (net worth) for various industries in its Road Maps of Industry series. Roadmap No. 1783, published May 1976, shows the profit margin on sales in 1975 as 5 per cent for petroleum production and refining and not quite 2 per cent for meat packing. The return on net worth was 14 per cent in petroleum production and refining and 12 per cent in meat packing.

Road Map No. 1784, also published in May 1976, shows the margin on sales for food chains in 1975 as 1 per cent and on net worth 7.5 per cent.

Road Map No. 1766, published August 1975, shows capital

OPINION vs FACTS
ON DISTRIBUTION OF INCOME BETWEEN EMPLOYEES AND NET PROFIT IN ALL U.S. CORPORATIONS



Percentages are of two-way split
Dollars are in billions; excludes gross figures originating outside the U.S.A.
P—Preliminary figures
Sources:
Opinion Research Corporation
Figures from U.S. Dept. of Commerce
1975 figures are Seasonally adjusted annual rate

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invested in petroleum extraction, refining and pipeline transportation as being $203,500 per employee and $313,200 per *production* employee, whereas in food and kindred products, the investment per employee is only $28,000 per employee; $41,000 per *production* employee. Because of the much higher capital investment per oil company employee than per food company employee, the profit margins on sales and net worth, have to be, and are, higher, in order to attract the capital required to provide oil company jobs.

John Q. Jennings,
President, John Q. Jennings Associates, Inc., International consultants, New York, New York

Books

Working Mothers

by **Jean Curtis**, Doubleday and Company, New York, 1976. $7.95.

It is not surprising that Jean Curtis' book, based on interviews with more than 200 American working mothers, their husbands and children, contains a great deal of useful information and practical advice.

Curtis confirms that working mothers are still struggling for acceptance of their status. Her research indicates society still believes only poor or mothers who are the family's sole support should work, or that those with higher education may work, if their jobs are secondary to their role of mother and housewife.

Curtis states that although most families' life-styles have changed dramatically, perceptions of roles and routines remain much the same. Mothers who share the role of family provider often are still considered — or consider themselves — primarily responsible for child care and household management.

Their reluctance to assert equal rights to interests outside the home reinforces this situation.

Husbands, too, tend to find it difficult to take their wives' job prospects and aspirations seriously and — since men usually earn the larger salary — their needs tend to have primary consideration. Financial values are attached to the role of husband and wife, mother and father and the appeal of housewifery diminishes.

A mother's working upsets a familiar equilibrium and gives both partners an adjustment problem. Curtis notes that while wives have had to accept diverse human contact outside the home on the part of their husbands, husbands can't seem to do this as readily. Working mothers reported that the new and stronger identity gained from adult relationships away from home was an intoxicating sidelight of the work experience. Fundamental reactions included feeling sexier, more "turned on," less matronly, thinner and prettier. Despite this, less than five per cent of the women interviewed admitted to extra-marital affairs.

Some husbands feel threatened by wives who can handle children, a home, a job, and who feel enlightened, liberated and, possibly superior. Women in the same situation who don't feel superior, usually have husbands who experience no difficulty in assuming some of the traditional female roles.

On the basis of her experience, Curtis stereotypes husbands into categories A to D. Type A husbands are "professionals," well informed on feminist issues, who do what needs to be done. Type B husbands or "amateurs" feel that women should be treated well and help out with chores in a more traditional way. Type C husbands are "not totally hostile," but their wives must overcompensate for absence from the home by performing all the domestic duties in addition to working. Type D husbands, "the boys," are most anxious and threatened. Thinking the world considers them failures, they fear their wives will do something dreadful if they are allowed to work full-time out of the home. They help out only with "manful" chores.

Curtis found that all working mothers fantasize about having private leisure time. Curtis observes that, with the birth of her child, a mother loses her sense of personal freedom and assumes a silent responsibility. What follows is the role of "psychological parent." This is the parent that feels responsible for and aware of the child's actions and movements at any time. Without exception this was the mother, at work or at home.

Considerable attention is given to the best time for a mother to return to work. In her interviews, Curtis found that half of the 200 mothers returned to work within three months after childbirth and all felt a strong relationship to their children. The best times to return to work are during infancy or when the child enters elementary school. The worst times are at the preschool and adolescent stages. The best-adjusted nursery school pupils seen by Curtis were those who had had this type of life-style since birth or shortly after. The chapter dealing with this question, and the one on advice to working mothers, in question and answer form, are particularly supportive and helpful to working mothers and those considering the possibility.

Curtis concludes that the children brought up with our new life-styles will be the best judges of the merits of today's re-examination of personal roles and family life. She asks whether in the future someone will ask "Will her children suffer?" when a mother declares her intention to be a housewife and raise her children herself.

—Blanche B. Borkovic

Blanche B. Borkovic is an officer in Labour Canada's Women's Bureau.

Fifty Years Ago

Toronto's first nurses' union, cut-rate stores for Italian government employees in Rome, a summary of British legislation on picketing, and a Yale professor's essay on unemployment and price changes, were among the topics of the day discussed in the July 1926 issue of *The Labour Gazette*.

An association of industrial nurses was organized in Toronto in 1926 and membership was opened to nurses in other communities. The first industrial nurse began to practise in Toronto in 1916 and by 1926 it was reported that about 20 nurses were employed full-time by companies such as the Bell Telephone Company, Dominion Express Company, Canadian General Electric, Canada Kodak Company, Massey-Harris and Gutta-Percha Rubber Company. Miss M.F. McKeown, a nurse employed by the Dominion Express Company, said, in a report published in the Toronto *Globe*: "Actual casualties are infrequent. The work consists mainly in organizing health and comfort work on behalf of the employees. This company now provides an employees' cafeteria, rest and recreation room, reading material, etc. Every morning and afternoon a rest pause of ten minutes is allowed, when all the employees are permitted to move freely about."

In **Italy**, in order to check a further increase in the cost of necessities, a series of special stores for government employees were opened by the government. Nine central stores, where all articles essential for the maintenance of a family were sold at cost price, opened on July 10, 1926 in Rome. The government expressed the hope that other large employers would take similar measures on behalf of their employees.

Legislation governing intimidation and molestation in connection with picketing in industrial disputes in Great Britain, was explained in a circular sent out by the Home Office on December 30, 1925, to the chief constables of England and Wales. The following is a summary of that part of the circular covering Section 7 of the Conspiracy and Protection of Property Act 1875, and Section 2 of the Trade Disputes Act, 1906, as published in the July 1926 issue of *The Labour Gazette*.

Section 7 of the Act of 1875:

Every person who, with a view to compel any other persons to abstain from doing or to do any act of which such other person has a legal right to do or abstain from doing, wrongfully and without legal authority —

1. Uses violence to or intimidates such other person or his wife or children or injures his property;

or

2. Persistently follows such other person about from place to place;

or

3. Hides any tools, clothes, or other property owned or used by such other person, or deprives him of, or hinders him in the use thereof;

or

4. Watches or besets the house or other place where such other person resides, or works, or carries on business, or happens to be, or the approach to such house or place;

or

5. Follows such person with two or more other persons in a disorderly manner in or through any street or road,

shall, on conviction thereof by a court of summary jurisdiction, or on indictment as hereinafter mentioned, be liable either to pay a penalty not exceeding £20, or to be imprisoned for a term not exceeding three months with or without hard labour.

Section 2 of the Act of 1906:

"It shall be lawful for one or more persons, acting on their own behalf or on behalf of a trade union or of an individual employer or firm in contemplation or furtherance of a trade dispute, to attend at or near a house or place where a person resides or works or carries on business or happens to be, if they so attend merely for the purpose of peacefully obtaining or communicating information, or of peacefully persuading any person to work or abstain from working."

"Facts and theory both indicate that in the 'dance of the dollar' we have the key, or at any rate a very important key, to the major fluctuations in employment, and that we have in our power, as a means of substantially preventing unemployment, the stabilization of the purchasing power of the dollar, pound, franc, lira, mark, crown and any other monetary units." This was the opinion of **Irving Fisher, Professor of Economics at Yale University** — author of an article published in the *International Labour Review* and summarized in the July issue of *The Labour Gazette*.

—Kathleen E. Whitehurst

PRICES & EMPLOYMENT

Consumer, May

The all-items Consumer Price Index for Canada (1971=100) advanced 0.8 per cent to 148.0 in May from 146.8 in April and was 8.9 per cent above its level of 135.9 a year ago.

The food index, which had declined for 5 successive months, rose 1.5 per cent in the latest month and was responsible for almost one half of the overall CPI increase. Higher shelter charges and increased prices for tobacco and alcoholic products contributed an additional one sixth to this increase and were important factors in the 0.6 per cent rise in the all-items, excluding food, index.

Beef prices advanced, on average, 12.4 per cent and were the largest single contributing factor to the 1.5 per cent rise in the food index. Increases for fresh produce, butter and fluid milk also contributed to the advance. Partially offsetting these increases were lower prices for poultry and for soft drinks consumed at home. Between May 1975 and May 1976, the food for home consumption index rose 5.6 per cent. Advanced home ownership charges, together with increased prices for tobacco and alcoholic products, were responsible for most of the 0.6 per cent rise in the index for all-items excluding food. Price increases were also registered for seasonal recreation equipment, barbering and hairdressing services and plane fares.

In terms of goods and services, the price level of goods including food, advanced 1.1 per cent in the latest month, while that for services increased 0.5 per cent.

Seasonally adjusted, the all-items CPI advanced 0.7 per cent between April and May. This included a 1.4 per cent increase in the food index and a 0.6 per cent increase in the all-items index excluding food.

City consumer, May

Consumer prices advanced in all 14 regional cities, with increases ranging from 0.6 per cent in Halifax to 1.4 per cent in Winnipeg.

The percentage increases were recorded as follows: 8.0 in Quebec City and Montreal; 8.3 in Toronto; 8.6 in Saint John; 8.8 in Ottawa; 9.1 in St. John's; 9.8 in Halifax and Saskatoon; 10.0 in Edmonton; 10.1 in Calgary and Thunder Bay; 10.3 in Winnipeg; 10.4 in Regina; and 11.6 in Vancouver.

Employment, May

The seasonally adjusted employment level in May was 9,528,000, a decrease of 15,000 from April, Statistics Canada reported. The decline was concentrated among persons aged 15 to 24.

Unemployment, May

Unemployment decreased by 30,000 to 731,000 in May with the decline concentrated among persons 25 and over. The seasonally adjusted unemployment rate was 7.1 per cent (731,000) in May, compared with 7.4 per cent in April, a decline of 30,000. The unemployment rate for men 25 years of age and over decreased to 4.1 per cent in May from 4.4 per cent in April and for women 25 and over it declined to 6.8 per cent from 7.1 per cent. For persons aged 15 to 24 the unemployment rate was unchanged at 12.7 per cent.

By province, the seasonally adjusted rate declined in Newfoundland to 12.6 per cent from 14.0 per cent; in New Brunswick to 10.9 per cent from 11.2 per cent; in Quebec to 7.9 per cent from 8.3 per cent; in Ontario to 6.4 per cent from 6.5 per cent; and in Manitoba to 4.3 per cent from 4.5 per cent. It increased in Prince Edward Island to 12.5 per cent from 8.3 per cent; in Nova Scotia to 9.7 per cent from 9.1 per cent; in Saskatchewan to 4.5 per cent from 4.0 per cent; in Alberta to 4.5 per cent from 4.1 per cent; and in British Columbia to 9.8 per cent from 9.7 per cent.

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"I'm glad so many are out of work...for the first time, i get the feeling of belonging."

Additions to the Library

LIST No. 326

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly — if there is no local library — by writing to The Chief Librarian, Labour Canada, Ottawa, Ontario, K1A 0J2, indicating the publication numeral and the month that the list was published in *The Labour Gazette*.

ACCIDENT PREVENTION

1. International Labour Office. Guide to safety and health in dock work. Geneva, 1976, 287p.

AUTOMOBILE INDUSTRY AND TRADE

2. Emerson, David L. Production, location and the automotive agreement. Ottawa, Economic Council of Canada, 1975. 93p. Titre en français: Problèmes de production et de localisation relatifs à l'Accord canado-américain de l'automobile.

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3. Auer, Ludwig. Construction instability in Canada, by Ludwig Auer assisted by Sin T. Ker and Patricia Dale. Ottawa, Information Canada, 1975. 156p. Titre en français: L'instabilité de l'industrie canadienne de la construction.

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4. U.S. Bureau of Labor Statistics. Contract clauses in construction agreements, Washington, G.P.O., 1975. 72p. (Its Bulletin 1864)

COLLECTIVE BARGAINING

5. Najita, Joyce M. Guide to statutory provisions in public sector collective bargaining: employee organization and representation rights, by Joyce M. Najita and Vickie L. Triplett. Honolulu, Industrial Relations Center, University of Hawaii, 1975. 66p.

6. Ogawa, Dennis T. Guide to statutory provisions in public sector collective bargaining: status of managerial, confidential and supervisory employees, by Dennis T. Ogawa and Joyce M. Najita. Honolulu, Industrial Relations Center, University of Hawaii, 1975. 89p.

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7. Tavel, Charles. L'ère de la personnalité; essai sur la stratégie créatrice. Paris, Editions du Centre national de la recherche scientifique, 1975. 356p.

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8. Hauck, Vernon. Epilepsy and employment, by Vernon Hauck and Irvin Kovarsky. Iowa City, Center for Labor and Management, College of Business Administration, University of Iowa, 1975. 87p.

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9. Rayman, R.A. Price stability and full employment: a neo-Keynesian policy for growth without inflation. London, PEP, 1975. 62p.

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10. Vaizey, John. Political economy and the problems of our time. Adelaide, University of Adelaide, 1975. 16p.

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11. Committee for Economic Development. International economic consequences of high-priced energy; a statement on national policy, by the Research and Policy Committee. New York, Committee for Economic Development, 1975. 116p.

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12. Budiner, Melitta. Le droit de la femme à l'égalité de salaire et la convention no. 100 de l'Organisation internationale du Travail. Paris, Librairie générale de droit et de jurisprudence, 1975. 266p.

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13. Wilkinson, Bruce William. Effective protection and the return to capital, by B.W. Wilkinson and K. Norrie. Ottawa, Information Canada, 1975. 100p.

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14. Saskatchewan. Department of

Labour. Research and Planning Division. A comparative study of the provision of selected non-wage benefits to part-time and full-time employees in rural Saskatchewan, April to June 1974. Regina, 1975. 16p.

GUARANTEED ANNUAL INCOME

15. Browning, Edgar K. Redistribution and the welfare system. Washington, American Enterprise Institute for Public Policy Research, 1975. 131p.

HOURS OF LABOUR — FLEXIBLE HOURS

16. Allenspach, Heinz. Flexible working hours. Geneva, International Labour Office, 1975. 64p.

17. Boucher, Marie-Claire. L'horaire variable de travail: progrès ou anachronisme. Québec, Université Laval, Département des relations industrielles, 1975. p.45-82. (Université Laval. Département des relations industrielles. Tiré-à-part no.5)

INDIANS

18. Canadian Association in Support of the Native Peoples. And what about Canada's native peoples? Ottawa, 1976. 55p.

INDUSTRIAL HEALTH

19. U.S. Occupational Safety and Health Administration. Lead. Washington, 1975. 8p.

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20. Seminar on Industrial Dispute Actions and Labour Relations, Toronto, 1975. (Papers). Toronto, Canadian Bar Association, 1975. 1v.

INDUSTRIAL RELATIONS — RAILROAD EMPLOYEES

21. Morris, James Oliver. Bibliography of Industrial relations in the railroad industry. Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1975. 153p.

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22. Miller, Glenn Wasson. Government policy toward labor: an introduction to labor law. Columbus, Ohio, Grid, 1975. 472p.

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23. Canadian Chamber of Commerce. Report on government spending and inflation, January, 1976. Montreal, 1976. 78p.

24. The roots of inflation; the international crisis, by Gardiner C. Means and others. New York, B. Franklin, 1975. 315p.

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25. Lopez, Felix M. Personnel interviewing, theory and practice. 2d ed. New York, McGraw-Hill, 1975. 356p.

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26. Roy Walters & Associates, Inc. Job enrichment for results: strategies for successful implementation. Reading Mass., Addison-Wesley, 1975. 307p.

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29. Canada. Department of Industry, Trade and Commerce. Office of Information and Public Relations. Labour legislation. Rev. ed. Ottawa, Information Canada, 1975. 12p. Titre en français: Législation ouvrière.

30. Ontario. Laws, Statutes, etc. The Labour relations act; rules of procedure, regulations and practice notes. Toronto, Queen's Printer, 1975. 154p.

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31. Union power and public policy. David B. Lipsky, editor. Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1975. 131p.

LABOUR ORGANIZATION — HISTORY. CANADA

32. Williams, Jack. The story of unions in Canada. Toronto, J.M. Dent & Sons (Canada) 1975. 252p.

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33. Wheeler, Christopher. White-collar power; changing patterns of interest group behavior in Sweden. Urbana, University of Illinois Press, 1975. 210p.

LABOUR STATISTICS

34. Bureau international du Travail.

Recommandations internationales sur les statistiques du travail. Genève, Bureau international du Travail, 1975. 139p.

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35. Gnanasekaran, K.S. Working life tables for males in Canada and provinces 1971, by K.S. Gnanasekaran and G. Montigny. Ottawa, Information Canada, 1975. 137p.

36. Kreps, Juanita Morris. Sex, age, and work: the changing composition of the labor force, by Juanita Kreps and Robert Clark. Baltimore, Johns Hopkins University Press, 1975. 95p.

LABOUR TURNOVER

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LABOUR UNIONS — COLLEGE TEACHERS

38. Desgagné, André. L'université et la syndicalisation de ses professeurs, par André Desgagné et Roger Miller. Québec, Editeur officiel du Québec, 1975. 192p.

LABOUR UNIONS — MANAGERS

39. Solasse, Bernard. Essai sur la conscience collective des cadres syndiqués au Québec. Québec, Université Laval, Département des relations industrielles, 1975. p.7-39. (Université Laval. Département des relations industrielles. Tiré-à-part no. 7)

MANAGEMENT

40. McEachern, William Archibald. Managerial control and performance. Lexington, Mass., Lexington Books, 1975. 138p.

MANPOWER POLICY

41. Moore, Larry F., comp. Manpower planning for Canadians, an anthology. Vancouver, Institute of Industrial Relations, University of British Columbia, 1975. 471p.

42. National Research Council (U.S.) Committee on Department of Labor Manpower Research and Development. Knowledge and policy in manpower: a study of the manpower research and development program in the Department of Labor. Washington, National Academy of Sciences, 1975. 171p.

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43. Sexton, Jean. Fermetures d'usines et reclassement de la main-d'oeuvre au Québec. Québec, Service des communications, Ministère du Travail et de la Main-d'oeuvre, 1975. 295p.

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44. Plotnick, Robert D. Progress against poverty; a review of the 1964-1974 decade, by Robert D. Plotnick and Felicity Skidmore. New York, Academic Press, 1975. 247p.

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45. Johnstone, Dorothy. A tax shall be charged: some aspects of the introduction of the British Value added tax. London, H.M.S.O., 1975. 136p.

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47. U.S. Bureau of Labor Statistics. Annual earnings and employment patterns of private nonagricultural employees, 1970. Washington, G.P.O., 1975. 92p.

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48. Edmond, Wendy, ed. All work and no pay: women, housework and the wages due, edited by Wendy Edmond and Suzie Fleming. London, Power of Women Collective and Falling Wall Press, 1975. 127p.

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49. Ginzberg. Eli. The manpower connection; education and work. Cambridge, Mass., Harvard University Press, 1975. 258p.

50. Thompson, Anthony Peter. Subjective expectations and reinforcer predictability in job satisfaction; final report for Department of Labour-University Research Committee. London, Ont., 1975. 207p.

labour statistics

Principal Items	Date	Amount	Percentage change from Previous Month	Percentage change from Previous Year
TOTAL CIVILIAN LABOUR FORCE*		(unadjusted figures, in thousands)		
Week ended April 17, 1976		10,078	+ 0.5	+ 4
Employed	April 1976	9,309	+ 0.5	+ 4.7
Agriculture	" "	446	+ 7.7	+ 12
Non-agriculture	" "	8,863	+ 0.2	+ 4.6
Paid workers	" "	8,403	+ 0.1	+ 6.5
At work 35 hours or more	" "	3,336	− 50	− 52
At work less than 35 hours	" "	5,491	+ 64	+259
Employed but not at work	" "	482	− 17	+ 23.5
		(change in thousands)		
Unemployed	" "	769	+ 10	+ 3
Newfoundland	" "	28	+ 3	+ 3
Nova Scotia	" "	33	+ 3	+ 5
Prince Edward Island	" "	6	—	—
New Brunswick	" "	33	+ 2	+ 6
Quebec	" "	238	+ 17	+ 12
Ontario	" "	249	− 14	+ 9
Manitoba	" "	20	− 5	+ 1
Saskatchewan	" "	17	− 2	+ 7
Alberta	" "	35	+ 4	—
British Columbia	" "	110	− 8	+ 22
Without work, seeking work and available for work	" "	670	− 1	—
On temporary layoff and expect to return to work	" "	16	− 4	—
		percentage change		
INDUSTRIAL EMPLOYMENT (1961 = 100)‡	January 1976	138.7	− 1.2	+ 0.5
Manufacturing employment (1961 = 100)‡	" "	124.1	+ 0.7	− 0.9
IMMIGRATION	First 9 months 1975	149,457	—	—
Destined to the labour force	" " " "	64,877	—	—
STRIKES AND LOCKOUTS‡				
Strikes and lockouts	March 1976	170	—	+ 6.2
No. of workers involved	" "	172,468	+ 16.4	+285.1
Duration in man days	" "	483,060	− 19.9	+ 4.4
EARNINGS AND INCOME				
Average weekly earnings (ind. comp.)‡	January 1976	216.43	+ 2.9	+ 12.7
Average hourly earnings (mfg.)‡	" "	5.42	+ 1.1	+ 13.6
Average weekly hours paid (mfg.)‡	" "	38.7	+ 2.7	—
Consumer price index (1971 = 100)	April 1976	146.8	+ 0.4	+ 8.9
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	January 1976	145.1	+ 3.9	+ 4.2
Total labour income (millions of dollars)†	March 1976	8,191.0	+ 1.3	+ 15
INDUSTRIAL PRODUCTION‡				
Total (average 1971 = 100)	March 1976	117.9	+ 0.8	+ 3.8
Manufacturing	" "	117.9	+ 1.2	+ 4.8
Durables	" "	120.0	+ 0.1	+ 5.4
Non-durables	" "	115.8	+ 2.4	+ 4.0
NEW RESIDENTIAL CONSTRUCTION**				
Starts	March 1976	12,734	—	+103
Completions	" "	6,680	—	− 33
Under construction	" "	148,343	—	+ 23

*Source: Statistics Canada. *Labour Force Information*, Cat. No. 71-001P and *The Labour Force*, Cat. No. 71-001.
†Advance data.
‡Preliminary.
**Centres of 10,000 population or more.

STRIKES AND LOCKOUTS

Statistical information on work stoppages in Canada is compiled by the Labour Data Branch of the Canada Department of Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to 10 or more man-days. The number of workers involved includes all workers reported on strike or lockout, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

STRIKES AND LOCKOUTS, 1971-76

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year		Duration in Man-Days	
		Strikes and Lockouts	Workers Involved	Man-Days	Per Cent of Estimated Working Time
1971	547	569	239,631	2,866,590	0.16
1972	556	598	706,474	7,753,530	0.43
1973	677	724	348,470	5,776,080	0.30
1974	1,170	1,216	592,220	9,255,120	0.46
1975	977	1,054	482,180	10,894,190	0.53
*1975					
March	72	160	44,782	462,628	0.29
April	98	192	43,751	588,008	0.34
May	115	231	115,659	660,332	0.38
June	107	248	61,794	800,471	0.45
July	100	247	112,316	1,220,832	0.65
August	90	249	105,270	1,284,490	0.74
September	68	222	81,292	1,287,600	0.75
October	70	244	111,470	1,298,903	0.72
November	55	197	91,697	1,442,024	0.88
December	28	176	82,266	1,106,624	0.64
†1976					
January	33	164	54,590	842,250	0.49
February	46	170	148,145	603,130	0.37
March	71	170	172,468	483,060	0.25

*Revised.
†Preliminary.

STRIKES AND LOCKOUTS, MARCH 1976, BY INDUSTRY (Preliminary)

Industry	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Forestry	0	0	0	0
Mines	3	5	1,470	14,160
Manufacturing	22	78	14,404	195,700
Construction	6	8	561	4,960
Transpn. & utilities	18	28	20,318	69,720
Trade	3	15	510	8,160
Finance	0	1	12	280
Service	16	29	14,840	65,170
Public administration	2	5	353	4,910
Various Industries	1	1	120,000	120,000
All industries	71	170	172,468	483,060

STRIKES AND LOCKOUTS, MARCH 1976, BY JURISDICTION (Preliminary)

Jurisdiction	Number Beginning During Month	In Effect During Month: Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	9	763	7,580
Prince Edward Island	1	1	110	1,870
Nova Scotia	1	2	125	2,560
New Brunswick	0	1	76	1,750
Quebec	25	63	150,697	296,640
Ontario	19	51	9,027	89,770
Manitoba	2	5	1,408	13,310
Saskatchewan	3	3	1,515	580
Alberta	2	5	329	6,290
British Columbia	8	17	5,799	50,600
Federal	9	13	2,619	12,110
All jurisdictions	71	170	172,468	483,060

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH, 1976 (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Mines						
METAL						
St. Lawrence Columbium & Metals Corp., Oka, Quebec	Steelworkers Loc. 7579 (AFL-CIO/CLC)	170	3,910	7,060	Feb. 3	Wages, fringe benefits —
Gibralter Mines Ltd., Mcleese Lake, B.C.	Can. Ass'n of Industrial Wrks. Loc. 18 (CCU)	340	3,140	3,140	Mar. 19	Seniority, safety, management rights —
Canex Placer Ltd., Frazer Lake, B.C.	Can. Ass'n of Industrial Wkrs. Loc. 17 (CCU)	400	1,430	1,430	Mar. 19	Support for Gibralter mine workers — Return of workers —
Anvil Mining Corp., Faro, Yukon	Steelworkers Loc. 8243 & 1051 (AFL-CIO/CLC)	360	1,080	1,080	Mar. 29	Wages, fringes, other issues —
QUARRIES						
Adru Granite Inc., (7 co's) Beebe, Que.	Steelworkers Loc. 7550 (AFL-CIO/CLC)	200	4,600	12,800	Dec. 29/ 1975	Not reported —
Manufacturing						
FOOD AND BEVERAGES						
B.C. Sugar Refinery, Vancouver, B.C.	Retail, Wholesale Employees Loc. 517 (AFL-CIO/CLC)	253	3,800	51,360	June 2/ 1975 Mar. 22/ 1976	Wages — Return pending AIB ruling —
Société Coop. avicole régionale St-Damase, St-Damase, Québec	Féd. du commerce (CSN)	249	5,730	44,580	July 18/ 1975	Wages, fringe benefits —
Park & Tilford, Vancouver, B.C.	Brewery Wkrs. Loc. 300 (CLC)	110	2,530	15,290	Sept. 13/ 1975	Wages, fringe benefits, other contract issues —
Boulangerie Vaillancourt Québec, Québec	Féd. du commerce (CSN)	180	900	2,160	Feb. 19 Mar. 8	Not reported — Not reported —
John Labatt Ltd., Toronto, Ontario	Brewery Wkrs. Loc. 304 (CLC)	300	1,200	1,500	Feb. 27 Mar. 5	Dispute over firing of worker — Not reported —
Life Savers Ltd., Hamilton, Ontario	Food Workers Loc. P-1207 (AFL-CIO/CLC)	120	1,800	1,800	Mar. 11	Wages —
RUBBER						
Firestone Tire & Rubber Co., Hamilton, Ontario	Rubber Workers (AFL-CIO/CLC)	1,000	1,000	1,000	Mar. 3 Mar. 4	Not reported — Not reported —
Bow Plastics Ltd., Granby, Quebec	Upholsterers Loc. 346 (AFL-CIO/CLC)	150	830	830	Mar. 24	Wages, other issues —
LEATHER						
Greb Industries Ltd., Trois-Rivières, Québec	Syndicat de la chaussure de Trois-Rivières (CNTU)	165	3,800	20,970	Sept. 15/ 1975	Wages —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH, 1976 (Preliminary) (Cont'd)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days March	 Accumulated	Starting Date Termination Date	Major Issues Result
Rosita Shoes, Montreal, Quebec	CSD	384	8,830	40,500	Nov. 4/ 1975	Wages —
TEXTILES						
Consolidated Textiles, Alexandria, Ontario	Textile Wkrs. Union Loc. 1664 (AFL-CIO/CLC)	125	40	40	Mar. 31	Contract issues — Terminated by mutual agreement
WOOD						
Girard & Godin Ltée, Trois-Rivières, Qué.	Upholsterers Loc. 572 (AFL-CIO/CLC)	100	2,300	14,750	July 28/ 1975	Wages, hours —
Scierie Aimé Gaudreau, Estcourt, Québec	Syndicat des employés de scierie (CNTU)	118	1,830	1,830	Mar. 10	Wages, benefits —
FURNITURE AND FIXTURES						
Vilas Furniture Ltd., Cowansville, Quebec	Building and Wood Workers (CNTU)	350	4,200	56,350	July 29/ 1975 Mar. 17/ 1976	Wages, incentive pay — Return of workers, agreement reached —
Art Laboratory Furniture Co., Montreal, Que.	Upholsterers Loc. 402 (AFL-CIO/CLC)	130	2,990	8,320	Dec. 5/ 1975	Not reported —
PAPER						
Domtar Fine Papers Ltd., Cornwall, Ontario	Canadian Paperworkers Loc. 212 (CLC)	1,135	19,020	150,750	Sept. 18/ 1975 Mar. 24/ 1976	Wages, fringe benefits — Return of workers, agreement reached —
Beaver Wood Fibre Co., Thorold, Ontario	Canadian Paperworkers Loc. 192 (CLC)	300	300	24,800	Sept. 18/ 1975 Mar. 2/ 1976	Wages — Terminated by mutual agreement
Domtar Fine Papers Ltd., St. Catharines, Ont.	Canadian Paperworkers Loc. 77 (CLC)	256	4,110	32,360	Sept. 18/ 1975 Mar. 23/ 1976	Wages — Terminated by mutual agreement
Domtar Pulp Ltd., Lebel-sur-Quévillon, Québec	Canadian Paperworkers Loc. 492 (CLC)	400	8,290	50,580	Oct. 3/ 1975 Mar. 1/ 1976	Wages, COLA clause — Not reported —
Consolidated-Bathurst Ltée, New Richmond, Quebec	Canadian Paperworkers Loc. 574 & 926 (CLC)	685	10,500	78,480	Oct. 12/ 1975 Mar. 22/ 1976	Wages, fringe benefits — Terminated by mutual agreement
Ontario-Minnesota Pulp & Paper Co. Ltd., Fort Frances, Ontario	Various Unions	900	4,160	86,760	Oct. 22/ 1975 Mar. 7/ 1976	Wages, fringe benefits — Terminated by mutual agreement
Ontario-Minnesota Pulp & Paper Co. Ltd., Kenora, Ontario	Canadian Paperworkers Loc. 238 (CLC)	121	600	11,490	Oct. 24/ 1975 Mar. 7/ 1976	Wages, fringe benefits — Terminated by mutual agreement

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH, 1976 (Preliminary) (Cont'd)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days March	 Accumulated	Starting Date Termination Date	Major Issues Result
Labrador Linerboard Ltd., Stephenville & Goose Bay, Nfld.	Canadian Paperworkers Loc. 1093 (CLC)	521	2,610	38,330	Nov. 23/1975 Mar. 5/1976	Wages, fringes, jurisdiction — Return of workers, agreement reached —
Donohue Brothers, Clermont, Quebec	Paper & Forest Workers (CNTU)	570	1,140	1,140	Mar. 10 Mar. 12	
PRIMARY METALS						
Ontario Malleable Iron, Oshawa, Ontario	Steelworkers Loc. 1500 (AFL-CIO/CLC)	220	5,060	11,600	Jan. 18	Wages, fringe benefits —
Aciers Atlas Steels, Div. Rio Algom Mines, Tracy, Quebec	Steelworkers Loc. 6403 (AFL-CIO/CLC)	367	7,990	7,990	Mar. 1	Wages, fringe benefits —
Lake Ontario Steel Co., Whitby, Ontario	Steelworkers Loc. 6571 (AFL-CIO/CLC)	490	9,800	9,800	Mar. 4	Wages, fringe benefits —
METAL FABRICATING						
Foresteel Industries Inc., Montreal, Quebec	Travailleurs de Foresteel (CSN)	147	1,030	4,260	Jan. 29 Mar. 10	Wages, other contract issues — Terminated by mutual agreement
Bell Copper Noranda Mines, Granisle, B.C.	Cdn Ass'n of Industrial Wkrs. Loc. 10 (CCU)	175	3,880	6,760	Feb. 7	Wages, fringe benefits —
Firestone Steel Products, London, Ontario	Auto Workers Loc. 27 (CLC)	216	4,970	4,970	Mar. 1	Not reported —
J. Foisy Ltée., Montreal, Quebec	Fed. of Metal Trades Unions (CNTU)	148	1,920	1,920	Mar. 15	Wages, fringe benefits —
TRANSPORTATION EQUIPMENT						
Bombardier Ltée, La Pocatière, Québec	Fed'n of Metal Trades Unions (CNTU)	275	6,330	23,110	Dec. 2/1975	Wages, fringes, grievances —
NON-METALLIC MINERAL PRODUCTS						
Can-Force Products Ltd., Edmonton, Alberta	Iron Workers Loc. 776 (AFL-CIO/CLC)	100	2,300	18,300	July 12/1975	Wages —
Edmonton Ready Mix Ass'n, Edmonton, Alberta	Teamsters Loc. 362 (Ind.)	125	1,630	1,630	Mar. 10	Not reported —
Canadian Porcelain Co., Hamilton, Ontario	Glass & Ceramic Wrks. Loc. 249 (AFL-CIO/CLC)	132	1,450	1,450	Mar. 16	Wages, fringe benefits —
CHEMICAL PRODUCTS						
Canadian Industries Ltd., Brownsburg, Quebec	Steelworkers Loc. 14138 (AFL-CIO/CLC)	522	12,100	14,880	Feb. 23	Other contract issues —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH, 1976 (Preliminary) (Cont'd)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days February	 Accumulated	Starting Date Termination Date	Major Issues Result
Canadian Industries Ltd., Nitro, Quebec	Féd. des syndicats des mines (CSN)	360	8,280	9,720	Feb. 24	Wages, grievance, other contract issues —
Johnson & Johnson, Montreal, Quebec	United Textile Wrks. Loc. 459 (AFL-CIO/CLC)	630	950	950	Mar. 8 Mar. 10	Suspension of union delegate — Return of workers —
Construction						
PEI Construction Ass'n, various locations, P.E.I.	IBEW Loc. 1432 (AFL-CIO/CLC)	110	1,870	1,870	Mar. 9	Dispute over hiring 2 men —
Lummus Co. Canada, Douglas Point, Ontario	Plumbers Loc. 527 (AFL-CIO/CLC)	316	1,580	1,580	Mar. 9	Firing of 6 foremen —
Transportation & Utilities						
TRANSPORTATION						
Léo Auger, Inc., Ville LaSalle, Québec	Assoc. des chauffeurs scolaires (Ind.)	100	2,300	6,300	Jan. 5	Wages —
City of Winnipeg Transit System, Winnipeg, Man.	Transit Union Loc. 1505 (AFL-CIO/CLC)	1,250	11,130	43,270	Jan. 26 Mar. 13	Wages — Conciliation, Manitoba Department of Labour —
British Columbia Railway, various locations, B.C.	Teamsters Loc. 31 (Ind.)	290	5,510	5,510	Mar. 2 Mar. 27	Wages — Return pending arbitration —
Port of Saint John, Saint John, N.B.	ILA Loc. 173 (AFL-CIO/CLC)	350	1,050	1,050	Mar. 15 Mar. 19	Dispute over suspension of an employee — Not reported —
Transport Labour Relations (97 co's) Province wide, B.C.	Teamsters Loc. 31 and 213 (Ind.)	3,861	24,870	24,870	Mar. 23	Wages —
COMMUNICATION						
B.C. Telephone Co., various locations, B.C.	Fed. of tel. workers of B.C. Loc. 4 (CLC)	105	1,050	1,470	Feb. 24 Mar. 12	Other contract issues — Return of workers after verbal arbitration report —
Canadian National Telegraphs, Gander, Nfld.	Railway, Transport & General Wkrs. (CLC)	120	2,760	3,000	Feb. 28	Dispute over shift scheduling —
CBC, Windsor, Ontario	3 Unions	152	150	150	Mar. 9 Mar. 10	Slowness in negotiations — Return of workers —
CBC, Toronto, Ontario	Public Empls. Loc. 667, 677 (CLC)	1,250	1,250	1,250	Mar. 10 Mar. 11	Slowness in negotiations — Return of workers —
Power, Gas, Water						
Sask. Power Corp., Province wide, Sask.	Oil Workers Loc. 9-649 (AFL-CIO/CLC)	1,025	780	780	Jan. 20 Mar. 19	Wages, other issues — Not reported —
Churchill Falls Labrador Corp., Churchill Falls, Labrador	IBEW Loc. 2351 (AFL-CIO/CLC)	110	2,440	4,050	Feb. 9	Wages —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH, 1976 (Preliminary) (Cont'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Kingston Utilities Commission, Kingston, Ontario	IBEW Loc. 1678 (AFL-CIO/CLC)	110	1,730	1,730	Mar. 10	Wages —
Sask. Power Corp., Province wide, Sask.	IBEW Loc. 2067 (AFL-CIO/CLC)	1,250	350	350	Mar. 17	Not reported —
Quebec Hydro, various locations, Quebec	Public Empls. (CLC)	8,700	8,700	8,700	Mar. 22 Mar. 23	Wages — Return of workers —
Quebec Hydro, various locations, Quebec	Public Empls. (CLC)	1,500	1,500	1,500	Mar. 25 Mar. 26	Wages — Return of workers —
Quebec Hydro, various locations, Quebec	Public Empls. (CLC)	600	600	600	Mar. 29	Wages — Return of workers —
Sask. Power Corp., Saskatoon, Sask.	IBEW Loc. 2067 (AFL-CIO/CLC)	200	200	200	Mar. 30	Wages, other issues —
Service						
EDUCATION						
Various School Boards, various locations, Quebec	Les enseignants des Bois-Francs (CEQ)	831	19,110	35,730	Feb. 2	Wages, fringe benefits —
Université du Québec, Chicoutimi, Québec	Public Empls. Loc. 1574 (CLC)	127	2,540	2,540	Mar. 1 Mar. 29	Not reported — Terminated by mutual agreement —
Université du Québec, Montréal, Québec	Public Empls. Loc. 1294 (CLC)	610	13,420	13,420	Mar. 2	Wages —
Various School Boards, Western Quebec, Que.	Various Unions	2,300	1,150	1,150	Mar. 12 Mar. 12	Slowness in negotiations — Return of teachers —
Gatineau School Board, Gatineau, Québec	Assoc. des enseignants (CEQ)	225	900	900	Mar. 16 Mar. 23	Wages, other matters —
Various Schools, Various locations, Que.	Nat. Fed. of Que. Teachers (CNTU)	7,000	3,500	3,500	Mar. 16 Mar. 16	Wages, other matters —
Protestant School Board, Montreal, Quebec	Mtl. Teachers Assoc.	850	430	430	Mar. 16 Mar. 16	Wages, other matters — Return of teachers —
CEGEP de Chicoutimi, Chicoutimi, Québec	Fed. of Quebec Teachers (CNTU)	175	880	800	Mar. 22 Mar. 27	Wages, other matters —
Ottawa Board of Education, Ottawa, Ont.	Ott. School Board Empls. Ass'n	900	7,200	7,200	Mar. 22	Wages, other issues —
Windsor School Board, Windsor, Ontario	Ont. Secondary Teachers Fed. (Ind.)	770	1,540	1,540	Mar. 30	Wages —
HEALTH & WELFARE						
Institut Armand Frappier, Laval-des-Rapides, Qué.	Public Empls. Loc. 1733 (CLC)	260	3,900	3,900	Mar. 8 Mar. 29	Fringe benefits, other issues — Terminated by mutual agreement —

STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH, 1976 (Preliminary) (Concl'd)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: February	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
ACCOMMODATION & FOOD						
Island Hall Hotel, Parksville, B.C.	Hotel Empls. Loc. 835 (AFL-CIO/CLC)	104	2,300	8,310	Dec. 11 1975	Not reported —
London Proprietors (6 hotels), London, Ont.	Retail Wholesale Loc. 448 (AFL-CIO/CLC)	150	1,820	1,820	Mar. 15	Not reported —
Public Administration						
LOCAL						
City of Sydney, Sydney, N.S.	Public Empls. Loc. 759 (CLC)	110	2,530	3,630	Feb. 16	Wages —
Various Industries						
Gov't of Quebec, various locations, Quebec	Various Unions (Common Front)	120,000	120,000	120,000	Mar. 22 Mar. 23	Protesting aib measures — Return of workers —